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Human Resources
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Employment

Hon. Jack Klein
Minister

Wages and Working Conditions by Occupation

Fifteenth Report 1990

Saskatchewan

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Fifteenth Survey

Wages and Working Conditions

by Occupation

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Saskatchewan Human Resources, Labour and Employment
Regina, Saskatchewan

Preface

This report presents the results of the Department of Human Resources, Labour and Employment's fifteenth survey of Wages and Working Conditions by Occupation.

The production of this report, currently the only one of its kind in Canada, is in response to continuing requests for information from individual employers, employer and employee associations, unions, educational institutions and career counsellors.

Over the years the survey results have been widely used for such purposes as collective bargaining, pay administration and career counselling and planning.

The information received for October 1990 is tabulated in a form which provides the reader with an indication of working conditions and current wage rates in the Saskatchewan labour market.

The department acknowledges the considerable time and effort put forth by those business establishments who provided data for this publication. We are grateful for the continued support of these Saskatchewan businesses.

Introduction

This fifteenth report on Saskatchewan wages and working conditions is a summary of results obtained in a survey of business establishments operating in the province. The reference month for the survey is October 1990. Data were collected from 964 establishments representing all major industries, firm sizes and geographic locations. This report contains wage data for 334 occupations and reports on working conditions for 81,197 employees.

The report is presented in three parts. The first two sections, comprised of the detailed pay, working conditions and benefits data, make up the bulk of the report. The third section is the appendices, which provide a more detailed explanation of methodology, including information on the industries, occupations and geographic areas surveyed, and definitions of terms used.

The reader should note that while criteria exist to ensure confidentiality of wage information and that the statistical values given are reasonably representative, caution should be used in interpreting the information where fewer than 15 employees are reported for the occupation.

Readers are encouraged to consult Appendix 1 prior to using or interpreting data contained in this report.

Labour Relations Branch
Saskatchewan Department of Human Resources, Labour and Employment
Regina, Saskatchewan

91-05172/

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City, Town or Municipal Clerk - 1119-190

Drafts agendas and bylaws for town council. Records minutes of city council meetings, answers official correspondence, and prepares reports on civic meetings. Receives, tabulates and certifies accuracy of election returns. Directs printing and distribution of laws, resolutions and other official documents. Issues marriage licenses.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	35	12	1517.00	5488.00	2600.00	2708.00	3808.39	3283.69
Male Non-union	35	-	1600.00	5488.00	2307.00	4740.00	3433.26	3535.38
Female Non-union	-	12	1517.00	3450.09	1684.00	3208.00	2587.50	2549.57
All Employees (Part-time)	-	5	7.50	9.65	8.50	9.65	8.50	8.63
Non-union	-	5	7.50	9.65	8.50	9.65	8.50	8.63
Industry Data								
Public Admin.	35	12	1517.00	5488.00	2600.00	2708.00	3808.39	3283.69
Firm Size Data								
1 - 19	20	10	1517.00	3750.00	2291.66	2600.00	3374.67	2781.41
(Part-time)	-	5	7.50	9.65	8.50	9.65	8.50	8.63
20 - 49	5	1	2699.67	4246.67	3808.39	4246.67	4052.25	3684.87
50 - 99	3	-	3510.00	4661.00	3510.00	4661.00	4470.00	4213.67
100 - 399	5	1	3450.09	4781.00	4310.00	4781.00	4527.50	4224.43
Geographic Area Data								
Major Urban	8	1	1600.00	5488.00	2750.00	5488.00	4310.00	3739.23
Minor Urban	8	1	1517.00	4781.00	3433.26	4781.00	3808.39	3665.87
Rural	17	10	1684.00	4090.50	2307.00	2699.67	3477.50	2885.60
(Part-time)	-	4	7.50	9.65	7.50	9.65	8.75	8.66

Hospital Administrator - 1130-114

Plans, organizes, directs and controls activities of organizations engaged in health diagnosing and treating, nursing and therapy, medical research, preventive medicine and other areas in medicine and health.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	65	27	1703.00	9347.00	3414.00	3663.83	4649.06	4111.71
Male Non-union	65	-	2333.50	9347.00	3413.76	6069.00	4037.89	4409.76
Female Non-union	-	27	1703.00	4987.32	2571.00	4429.55	3384.55	3394.19
All Employees (Part-time)	4	11	9.94	23.42	15.80	20.00	11.70	14.23
Male Non-union	4	-	10.15	23.42	10.15	23.42	16.06	16.42
Female Non-union	-	11	9.94	18.98	10.60	15.80	13.83	13.43
Industry Data								
Health & Educ.	63	27	1703.00	9347.00	3414.00	3663.83	4679.56	4123.43
(Part-time)	4	11	9.94	23.42	15.80	20.00	11.70	14.23

Hospital Administrator (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
20 - 49	22	17	1703.00	4616.00	3451.00	3547.00	4100.28	3473.40
(Part-time)	2	9	10.60	20.00	15.03	20.00	11.73	14.01
50 - 99	22	6	2333.50	4926.92	3274.00	3414.00	4130.78	3817.17
100 - 399	12	3	3973.77	6545.50	4375.16	4450.34	5243.94	5016.36
400 Plus	7	1	4673.00	9347.00	6061.25	9347.00	6901.00	6783.56
Geographic Area Data								
Regina	6	1	3420.00	8355.75	3650.00	8355.75	6714.00	5610.70
Saskatoon	2	2	3824.00	9347.00	3973.77	6545.00	6585.50	5922.57
Major Urban	7	3	2679.22	6404.13	3035.50	4295.00	5922.32	4649.08
Minor Urban	10	2	3675.00	6069.00	4259.00	4450.34	4980.65	4827.68
Rural	40	19	1703.00	4791.75	3332.56	3433.07	4053.00	3574.39
(Part-time)	3	11	9.94	20.00	12.11	15.80	11.72	13.57

Architectural/Engineering Director - 1130-118

Plans, organizes for the provision of a number of specialized architectural and/or engineering services within a large organization. Duties are almost exclusively of an administrative rather than a technical nature. Will be registered as a professional architect or engineer in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	13	-	2890.00	7650.00	3100.00	6911.67	5416.13	5465.97
Industry Data								
Service	9	-	2890.00	6582.88	3100.00	6400.00	5250.00	4913.44
Firm Size Data								
1 - 19	3	-	2890.00	5250.00	2890.00	5250.00	3100.00	3746.67
20 - 49	6	-	4166.13	6582.88	4999.71	6400.00	5416.13	5496.83
Geographic Area Data								
Regina	9	-	3100.00	6911.67	4166.13	6582.88	5416.13	5360.29

Comptroller or Treasurer - 1135-110

Plans, organizes, directs and controls financial affairs of industrial, commercial, institutional or governmental organizations.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	30	5	2250.00	7752.00	3500.00	3728.01	5416.67	4779.35
Male Non-union	30	-	2916.33	7752.00	3288.86	5815.33	5172.50	4884.10
Female Non-union	-	5	2250.00	5815.33	3728.01	5815.33	3932.00	4150.87
Industry Data								
Mfg. & Process.	5	1	2250.00	5632.00	4000.00	5632.00	5208.34	4202.50
Wholesale	3	-	4500.00	5925.00	4500.00	5925.00	5349.75	5258.25
Finance	4	-	3288.86	5587.83	3288.86	5587.83	4629.00	4533.67
Health & Educ.	2	1	4248.99	7752.00	4248.99	5029.00	7752.00	5676.66
Public Admin.	13	1	2958.00	5815.33	3258.67	5815.33	5465.00	4933.06

Comptroller or Treasurer (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	3	-	3288.86	6000.00	3288.86	6000.00	4248.99	4512.62
20 - 49	4	1	2250.00	4900.00	2250.00	4500.00	4758.00	3864.87
50 - 99	3	-	2958.00	5632.00	2958.00	5632.00	4500.00	4363.33
100 - 399	9	2	3258.67	5587.83	3500.00	3728.01	4414.00	4255.75
400 Plus	11	2	5000.00	7752.00	5029.00	5345.00	5815.33	5731.68
Geographic Area Data								
Regina	8	2	2916.33	5704.83	3500.00	3728.01	5347.38	4554.16
Saskatoon	7	1	3288.86	7752.00	4500.00	7752.00	5514.92	5079.34
Major Urban	2	1	2250.00	5488.00	2250.00	4048.98	5488.00	3928.99
Minor Urban	4	-	3258.67	4758.00	3258.67	4758.00	4207.00	4107.67
Province-wide	7	1	4900.00	6000.00	5590.00	6000.00	5815.33	5709.54

Personnel Manager - 1136-114

Plans, organizes, directs and controls, through subordinate managers or supervisors, personnel activities of an industrial, commercial or other organization. Implements and co-ordinates one or more of the following programs; recruitment and selection, employee training, wage and salary administration, collective bargaining and safety.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	27	9	2295.00	7150.00	3507.00	3649.00	4960.00	4441.82
Male Non-union	27	-	2418.00	7150.00	3624.83	6098.99	4788.00	4673.43
Female Non-union	-	9	2295.00	5633.33	2712.00	4550.00	3507.00	3746.98
Industry Data								
Primary	6	-	4000.00	6590.00	4800.00	5625.00	5250.00	5252.50
Mfg. & Process.	4	4	3054.00	5000.00	4000.00	4484.00	4027.00	4133.71
Finance	5	3	2295.00	7018.01	2712.00	4416.00	6558.50	4341.21
Health & Educ.	4	-	2708.00	7150.00	2708.00	7150.00	4552.50	4740.75
Public Admin.	4	2	3507.00	5633.33	3507.00	4300.00	4673.00	4401.86
Firm Size Data								
1 - 19	2	1	2295.00	4942.99	2295.00	4918.33	4942.99	4052.11
20 - 49	5	2	2712.00	7018.01	2712.00	5000.00	6098.99	4923.14
50 - 99	2	1	3054.00	4416.00	3054.00	3949.83	4416.00	3806.61
100 - 399	13	3	2418.00	6590.00	2997.02	3321.50	4673.00	4140.44
400 Plus	5	2	4162.00	7150.00	4300.00	4550.00	5000.00	5088.62
Geographic Area Data								
Regina	6	3	2418.00	5633.33	2997.02	4550.00	4977.00	4225.82
Saskatoon	7	3	3054.00	7150.00	3321.50	4166.67	5271.67	4558.45
Major Urban	4	-	3624.83	4558.00	3624.83	4558.00	4124.92	4108.17
Minor Urban	4	-	2708.00	7018.01	2708.00	7018.01	5295.00	5079.00
Rural	3	3	2295.00	6098.99	2712.00	4942.99	4197.00	4035.83
Province-wide	3	-	4825.00	5500.00	4825.00	5500.00	5000.00	5108.33

Manager, Sales or Marketing - 1137-118

Plans, organizes, directs and controls sales and/or distribution activities for industrial or commercial organizations or for chains of retail and wholesale businesses. May negotiate with advertising agencies concerning the preparation of sales advertising.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	83	7	1516.67	6174.00	2100.00	5477.33	3281.42	3309.41
Male Non-union	83	-	1516.67	6174.00	2079.60	4636.67	3200.00	3345.60
Female Non-union	-	7	1800.00	5400.00	2000.00	3304.00	2617.33	2880.37
Industry Data								
Mfg. & Process.	18	1	1800.00	5740.00	1992.95	5005.00	3334.50	3334.32
Wholesale	14	1	1900.00	6174.00	2100.00	6174.00	3333.00	3193.11
Retail	45	2	1516.67	5300.00	2200.00	4800.00	3120.00	3233.52
Finance	5	-	3225.00	4636.67	3263.00	4636.67	3299.83	3564.90
Firm Size Data								
1 - 19	32	4	1516.67	4200.00	2166.25	4200.00	3000.00	2768.10
20 - 49	27	1	1900.00	5000.00	2100.00	4582.50	3500.00	3370.74
50 - 99	16	-	2500.00	5740.00	3000.00	5300.00	4166.66	4114.50
100 - 399	6	2	1800.00	5400.00	1800.00	3304.00	3399.92	3350.48
Geographic Area Data								
Regina	11	-	1800.00	5005.00	1800.00	4800.00	3225.00	3424.52
Saskatoon	30	3	1700.00	5740.00	2166.25	5740.00	3299.83	3346.35
Major Urban	14	1	2000.00	5000.00	2600.00	5000.00	3500.00	3325.34
Minor Urban	13	1	1800.00	4000.00	2490.00	4000.00	3000.00	2926.91
Rural	11	1	1516.67	5000.00	1992.95	5000.00	2900.00	2951.88
Province-wide	4	1	2617.33	6174.00	2617.33	4600.00	5477.33	4693.73

Service Manager - 5170-199

Supervises and co-ordinates the activities of employees in a vehicle service facility.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	40	-	1213.10	5500.00	1825.00	3400.00	2425.00	2574.19
(Commission)	4	-	2269.00	4300.00	2269.00	4300.00	3380.00	3332.25
Industry Data								
Retail	35	-	1213.10	5500.00	1825.00	3500.00	2300.00	2563.65
Firm Size Data								
1 - 19	18	-	1400.00	4516.00	1850.00	3000.00	2215.00	2324.15
20 - 49	16	-	1213.10	3500.00	1825.00	3400.00	2670.00	2605.19
50 - 99	5	-	2500.00	5500.00	2500.00	5500.00	2916.70	3350.00
Geographic Area Data								
Regina	7	-	2166.67	3250.00	2340.00	3200.00	2840.00	2735.24
Saskatoon	4	-	2150.00	5500.00	2150.00	5500.00	2600.00	3212.50
Major Urban	11	-	1730.00	3500.00	1825.00	3500.00	2275.00	2460.00
Minor Urban	12	-	1213.10	4516.00	1400.00	3400.00	2225.00	2352.43
Rural	6	-	1932.00	3333.32	2000.00	3000.00	2708.35	2613.67

Construction Manager- 1145-110

Plans, organizes, directs and controls administrative activities involved in the construction of buildings, highways and other projects. Estimates cost of construction from working drawings and specifications and submits tender. Arranges with banks or other parties to provide financial assistance.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	20	-	1733.00	4332.50	2000.00	4200.00	2773.07	2934.03
Industry Data								
Construction	16	-	1733.00	4200.00	2000.00	4000.00	2772.80	2816.60
Firm Size Data								
1 - 19	12	-	1800.00	4200.00	2000.00	4000.00	2786.67	2962.20
20 - 49	6	-	1733.00	2950.00	2000.00	2700.00	2543.08	2411.53
Geographic Area Data								
Saskatoon	3	-	2000.00	2800.00	2000.00	2800.00	2686.15	2495.38
Major Urban	4	-	2500.00	3033.33	2500.00	3033.33	2861.40	2814.03
Minor Urban	5	-	2000.00	4000.00	2772.80	4000.00	2773.33	3109.23
Rural	5	-	1733.00	4332.50	1800.00	4332.50	4200.00	3279.60

Construction Site Superintendent - 1145-114

Plans, organizes, directs and controls, through subcontractors and foremen/women, the construction of buildings, highways and other projects. Studies plans, specifications and time schedule to determine nature and extent of the project. Directs supervisory personnel and subcontractors engaged in planning and executing work procedures, interpreting specifications and co-ordinating various phases of construction to prevent delays.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	18	-	1100.00	4000.00	1993.33	3350.00	2925.06	2771.81
Industry Data								
Construction	12	-	1100.00	4000.00	1733.00	4000.00	2930.00	2762.65
Firm Size Data								
1 - 19	9	-	1100.00	4000.00	1993.33	3032.75	2930.00	2674.31
20 - 49	7	-	1733.00	4000.00	2339.55	3350.00	2920.11	2847.37
Geographic Area Data								
Regina	3	-	1100.00	4000.00	1100.00	4000.00	3350.00	2816.67
Saskatoon	4	-	2250.00	2930.00	2250.00	2930.00	2865.00	2727.50

Terminal Manager - 1147-114

Plans, organizes, directs and controls operations of a motor freight company with a geographic division to ensure efficient handling of freight and utilization of personnel and equipment.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	15	-	1550.00	5000.00	2329.53	5000.00	3000.00	3025.74
Industry Data								
Trans., Comm. & Util.	15	-	1550.00	5000.00	2329.53	5000.00	3000.00	3025.74

Terminal Manager (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	4	-	1550.00	3600.00	1550.00	3600.00	2664.77	2619.88
20 - 49	9	-	2200.00	5000.00	2500.00	5000.00	2708.33	3174.81
Geographic Area Data								
Regina	6	-	1550.00	3000.00	2500.00	2708.33	2582.50	2487.22
Rural	6	-	2200.00	5000.00	2329.53	5000.00	3000.00	3421.59

Office Manager - 1149-026

Is responsible for some or all administrative processes related to budgeting, cost control, work methods, accounting, property control, record keeping, personnel and payroll. Makes minor policy decisions but refers any major decisions to his/her superiors. Supervises no more than five clerical employees.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	217	191	700.00	6250.00	2600.00	2997.00	5441.00	3028.30
Union	32	43	1979.00	3436.33	3436.33	3436.33	2279.00	2971.40
Non-union	185	148	700.00	6250.00	2479.71	2860.00	5000.00	3041.12
Male	217	-	1000.00	6250.00	2250.00	4792.67	3436.33	3483.08
Union	32	-	2121.00	3436.33	2546.00	3436.33	3436.33	3261.16
Non-union	185	-	1000.00	6250.00	2200.00	5000.00	3481.00	3521.47
Female	-	191	700.00	5200.00	1733.33	3436.33	2400.00	2511.62
Union	-	43	1979.00	3436.33	2263.00	3436.33	2546.00	2755.77
Non-union	-	148	700.00	5200.00	1646.35	3304.99	2357.50	2440.68
All Employees (Part-time)	1	3	7.00	12.73	12.00	12.73	9.87	11.12
Industry Data								
Primary	8	5	2000.00	6000.00	3365.00	3740.00	5520.00	4016.13
Mfg. & Process.	30	23	1537.51	6066.00	2310.09	2773.33	4332.50	2819.32
Construction	8	12	700.00	4500.00	1600.00	2400.00	1375.00	2195.20
Trans., Comm. & Util.	14	6	1000.00	4500.00	2491.67	2000.00	3450.00	2770.35
Wholesale	33	10	1300.00	6107.92	2310.00	2333.50	4100.00	3312.48
Retail	12	22	1061.54	3800.00	2400.00	2625.00	1766.67	2356.51
Finance	29	23	1700.00	5885.75	2942.33	3199.99	5000.00	3462.72
Health & Educ.	24	18	1750.00	5638.00	3113.00	3306.88	4388.50	3315.72
Service	8	20	1386.40	6250.00	2600.00	3010.22	2064.00	2627.24
Public Admin.	51	52	1625.00	5549.00	2961.00	3436.33	1625.00	3098.65
Firm Size Data								
1 - 19	52	54	1000.00	5000.00	2200.00	2623.83	1117.50	2536.51
20 - 49	60	40	700.00	6250.00	2575.00	2660.00	4576.84	3127.60
50 - 99	33	30	1061.54	5638.00	2471.63	3304.99	5551.00	3109.17
100 - 399	34	23	2140.13	6107.92	3099.98	3166.00	5000.00	3624.31
400 Plus	38	44	1979.00	5044.00	3436.33	3436.33	2121.00	3066.52
Geographic Area Data								
Regina	52	52	1625.00	6107.92	2500.77	2786.92	3866.46	3008.26
Saskatoon	36	45	1250.00	6250.00	2795.00	2942.33	1823.91	3043.21
Major Urban	24	33	1235.00	5638.00	2668.29	2810.00	1733.33	2703.77
Minor Urban	31	17	1650.78	6000.00	2400.00	2790.02	4011.50	3192.15
Rural	37	25	700.00	5541.00	2400.00	2656.33	4039.99	2866.78
Province-wide	37	19	1783.34	5044.00	3315.00	3436.33	3436.33	3412.69

Supervisor, Accountants or Auditors - 1171-110

Supervises and co-ordinates activities of professional accountants and/or auditors and related clerical staff engaged in planning, administering and/or monitoring accounting systems for an organization. Should be a member of a professional accounting association such as the Institute of Chartered Accountants, the Society of Industrial Accountants, etc.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	39	20	2159.63	5595.00	3702.83	3731.00	4576.00	3914.55
Non-union	28	14	2159.63	5595.00	3000.01	3600.00	4824.84	3789.73
Male	39	-	2333.00	5595.00	3600.00	5140.00	4200.00	4235.67
Non-union	28	-	2333.00	5595.00	3481.00	5140.00	4142.67	4183.23
Female	-	20	2159.63	4333.00	2484.00	4320.33	3223.01	3288.37
Non-union	-	14	2159.63	4333.00	2413.13	4329.00	2800.00	3002.73
Industry Data								
Primary	6	1	3481.00	4333.00	3600.00	4200.00	4000.00	3973.43
Finance	2	7	2159.63	4142.67	2678.00	4142.67	2484.00	2876.05
Service	4	3	2333.00	3750.00	2850.00	3200.00	3750.00	3011.86
Public Admin.	18	8	3446.00	4844.67	3852.33	4008.33	4493.67	4162.67
Firm Size Data								
1 - 19	4	1	2750.00	4200.00	2750.00	3200.00	4200.00	3510.00
20 - 49	2	7	2159.63	4333.00	3000.01	3750.00	2526.88	2893.74
100 - 399	9	1	3481.00	4805.00	3600.00	4805.00	4000.00	3945.69
400 Plus	24	8	3446.00	5595.00	3852.33	4008.33	4710.34	4377.70
Geographic Area Data								
Regina	9	4	2750.00	4844.67	3702.83	3731.00	4372.00	3929.39
Saskatoon	10	3	2484.00	5595.00	2484.00	4000.00	5140.00	4258.22
Major Urban	5	2	2333.00	4805.00	2850.00	3200.00	3750.00	3305.43
Province-wide	14	7	3481.00	5412.00	3852.33	4164.33	4493.67	4190.67

Accountant or Auditor - 1171-114

Plans and administers accounting system for organizations and private persons to provide record of assets, liabilities and financial transactions and advises on accounting problems.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	54	44	1400.00	5083.00	2738.67	3563.00	4771.88	3248.63
Union	15	15	2668.29	4497.00	3267.33	3817.67	3689.34	3574.02
Non-union	39	29	1400.00	5083.00	2587.00	3250.00	4771.88	3105.07
Male	54	-	1400.00	5083.00	2500.01	4750.00	3428.50	3372.08
Union	15	-	2668.29	4497.00	3162.73	4497.00	3674.67	3625.36
Non-union	39	-	1400.00	5083.00	2500.01	4793.75	3165.00	3274.66
Female	-	44	1700.01	4355.00	2200.00	3817.67	3145.37	3097.12
Non-union	-	29	1700.01	4355.00	2041.00	3563.00	2920.75	2877.00
Industry Data								
Primary	4	2	3083.00	3483.00	3083.00	3165.00	3483.00	3256.58
Mfg. & Process.	2	3	2350.00	4750.00	4355.00	4750.00	2350.00	3397.37
Finance	1	3	1400.00	2740.83	1400.00	2740.83	2664.91	2367.66
Service	20	13	1600.00	5083.00	2500.01	3563.00	5083.00	3147.10
Public Admin.	14	15	2458.00	3954.17	3267.33	3817.67	2700.00	3474.24

Accountant or Auditor (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
20 - 49	8	12	1600.00	4793.75	2458.00	3083.00	1925.00	2531.66
100 - 399	13	8	2500.03	4750.00	2668.29	3000.00	3483.00	3083.87
400 Plus	18	20	2587.00	4497.00	3450.00	3817.67	2643.50	3552.99
Geographic Area Data								
Regina	23	15	2041.00	5083.00	2738.67	3563.00	4518.59	3338.14
Saskatoon	10	8	2350.00	3815.00	3128.00	3249.00	3815.00	3190.17
Major Urban	8	8	1600.00	4793.75	2500.01	2500.01	3246.88	2584.79
Rural	3	-	1400.00	4750.00	1400.00	4750.00	2458.00	2869.33
Province-wide	10	12	3083.00	4497.00	3549.00	3817.67	3251.00	3706.34

Branch Accountant - 1171-138

Administers branch bank accounting systems and related operational activities. Plans office work flow and prepares regular reports of bank's accounting activities. Makes periodic reviews of books to ensure accounting procedures conform to established standards.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	15	167	1367.17	4220.00	1367.17	3027.00	3027.00	2780.54
Non-union	15	165	1367.17	4220.00	1367.17	3027.00	3027.00	2786.74
Male	15	-	1956.50	4220.00	3027.00	3900.00	3027.00	3168.63
Non-union	15	-	1956.50	4220.00	3027.00	3900.00	3027.00	3168.63
Female	-	167	1367.17	3256.00	2484.00	3027.00	3027.00	2745.69
Non-union	-	165	1367.17	3256.00	2484.00	3027.00	3027.00	2752.02
Industry Data								
Finance	15	166	1367.17	4220.00	1367.17	3027.00	3027.00	2785.04
Firm Size Data								
1 - 19	2	2	1410.00	4220.00	1873.00	3750.00	2815.00	2813.25
20 - 49	2	1	2259.99	3900.00	2259.99	3625.01	3900.00	3261.67
50 - 99	-	4	1966.00	2223.00	1966.00	2223.00	2218.00	2156.25
100 - 399	3	64	1367.17	3256.00	1367.17	2734.33	2484.00	2411.76
Geographic Area Data								
Regina	2	14	1367.17	3900.00	1367.17	2734.33	1367.17	2272.53
Saskatoon	3	51	1873.00	3256.00	2032.33	2484.00	2484.00	2495.38
Major Urban	-	4	1966.00	2223.00	1966.00	2223.00	2218.00	2156.25
Rural	1	2	1410.00	4220.00	2259.99	4220.00	1410.00	2630.00

Trust Officer- 1171-190

Administers private, corporate and probate trusts. Locates and prepares inventories and evaluates assets of probated accounts for beneficiaries, banks and courts. Invests trust funds, administers escrows, and acts as agent in securities trust transactions.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	5	9	1074.67	2680.17	2346.50	2680.17	1612.00	2228.66
Industry Data								
Finance	5	9	1074.67	2680.17	2346.50	2680.17	1612.00	2228.66

Credit Officer - 1171-210

Examines, evaluates and processes applications for credit or loans and authorizes or recommends their approval. May be responsible for the collection of outstanding payments.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees								
(Full-time)	52	160	1261.00	4983.33	2656.25	2656.25	2656.25	2550.77
Non-union	42	143	1261.00	4983.33	2656.25	2656.25	2656.25	2498.17
Male	52	-	1261.00	4983.33	1606.00	3109.17	2656.25	2645.60
Non-union	42	-	1261.00	4983.33	1308.67	2887.00	2656.25	2553.64
Female	-	160	1308.67	2933.67	1867.13	2656.25	2656.25	2519.95
Non-union	-	143	1308.67	2923.00	1854.99	2656.25	2656.25	2481.88
Industry Data								
Finance	51	158	1261.00	4983.33	2656.25	2656.25	2656.25	2556.86
Firm Size Data								
1 - 19	5	3	1261.00	2958.34	1606.00	1867.13	2802.17	2075.70
20 - 49	6	9	1638.00	4983.00	2532.01	2600.00	1691.63	2558.54
100 - 399	14	38	1308.67	2912.00	2617.33	2912.00	2249.00	2351.48
Geographic Area Data								
Saskatoon	6	21	2249.00	2912.00	2912.00	2912.00	2526.00	2734.78
Rural	9	5	1261.00	4983.33	1606.00	2106.00	3563.75	2471.24

Underwriter - 1171-194

Reviews applications for insurance, evaluates risks involved and determines premiums, extent of coverage and other conditions to form insurance contract in accordance with company underwriting policies.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees								
(Full-time)	6	12	1280.00	3683.33	2666.00	3146.00	1440.83	2288.75
Male								
Non-union	6	-	2666.00	3683.33	2834.00	3328.00	3230.50	3162.06
Female								
Non-union	-	12	1280.00	2719.17	1330.00	2666.00	1591.09	1852.10
Industry Data								
Finance	6	12	1280.00	3683.33	2666.00	3146.00	1440.83	2288.75

Personnel Administrator - 1174-118

Provides personnel administrative services for commercial, industrial, government or other organizations. May be involved in all or specialize in one or more of the following functions; recruitment and selection, wage and salary administration, training, industrial relations and safety.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees								
(Full-time)	34	50	1500.01	5511.00	3232.67	3930.33	2751.50	3472.67
Male								
Non-union	34	-	2500.00	5511.00	3129.00	4089.00	3888.17	3717.64

Personnel Administrator (continued)

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female								
Non-union	-	50	1500.01	4033.00	2572.00	3930.33	3337.50	3306.08
Industry Data								
Primary	4	3	2600.00	4358.34	3620.00	4050.00	4358.34	3812.38
Finance	-	3	1809.17	3412.50	1809.17	3412.50	3086.00	2769.22
Health & Educ.	4	10	1662.00	5511.00	3253.00	4078.00	2516.50	3212.36
Public Admin.	22	32	2628.00	4049.00	3232.67	3930.33	3190.50	3586.46
Firm Size Data								
100 - 399	4	9	1500.01	4358.34	3700.00	4050.00	2600.00	3298.50
Geographic Area Data								
Regina	17	21	2628.00	4049.00	3189.00	3373.50	3009.50	3381.71
Saskatoon	6	13	1500.01	5511.00	3412.50	4089.00	2461.00	3200.86

Purchasing Officer or Buyer - 1175-118

Purchases machinery, equipment, raw materials, tools, parts, fabrics, accessories, office and other supplies for internal use, consumption or processing by governmental, industrial, business and other establishments.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	46	14	1600.00	4070.00	2169.00	2611.00	3107.50	2834.54
Union	13	9	2116.27	4000.00	2710.00	3297.67	3234.84	2862.79
Non-union	33	5	1600.00	4070.00	1600.00	2100.00	2997.17	2818.18
Male	46	-	1700.00	4070.00	2116.27	3658.00	2861.67	2879.54
Union	13	-	2116.27	3297.67	2559.00	3297.67	2881.67	2875.11
Non-union	33	-	1700.00	4070.00	1800.00	4056.00	2800.00	2881.28
Female	-	14	1600.00	4000.00	1686.00	3297.67	2611.00	2686.68
Union	-	9	2116.27	4000.00	2116.27	3297.67	2611.00	2844.99
Non-union	-	5	1600.00	3276.00	1686.00	3276.00	2500.00	2401.73
Industry Data								
Primary	8	2	2450.00	4070.00	2500.00	2600.00	3629.00	3292.38
Mfg. & Process.	12	2	1600.00	4056.00	1600.00	2300.00	3302.82	2971.62
Wholesale	10	-	1700.00	2841.66	1700.00	2800.00	2382.00	2330.73
Public Admin.	15	9	1686.00	4062.00	2169.00	3042.00	3234.84	2742.73
Firm Size Data								
1 - 19	4	-	2205.00	2841.66	2205.00	2841.66	2525.00	2524.17
20 - 49	12	2	1700.00	3535.00	1700.00	2500.00	2775.84	2581.45
50 - 99	3	-	2300.00	3849.99	2300.00	3849.99	3388.00	3179.33
100 - 399	14	6	1600.00	4070.00	2116.27	2169.00	3629.00	2868.73
400 Plus	13	6	2513.00	4056.00	2817.00	3042.00	3172.00	2995.93
Geographic Area Data								
Regina	11	5	2513.00	4056.00	2611.00	2817.00	2979.17	2932.71
Saskatoon	21	3	1686.00	4000.00	1686.00	1769.00	2820.83	2731.18
Major Urban	3	2	2100.00	4062.00	2116.27	2116.27	4062.00	2502.16
Province-wide	8	3	2205.00	3297.67	2450.00	3297.67	3172.00	2886.79

Insurance Inspector - 1176-114

Inspects insured properties to evaluate the conditions affecting underwriting standards, and develops and promotes safety programs. Inspects buildings, vehicles and operations of commercial and industrial establishments to determine physical conditions or unsafe practices.

(Monthly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees (Full-time)	5	1	1413.00	3220.00	2280.00	3220.00	2587.50	2414.67
Male Non-union	5	-	1413.00	3220.00	2280.00	3220.00	2500.00	2417.60
Industry Data								
Finance	5	1	1413.00	3220.00	2280.00	3220.00	2587.50	2414.67

Professional Architect - 2141-100

Designs buildings, develops plans, specifications and detailed drawings, arranges contracts and exercises general supervision over construction. Will be registered as a professional architect in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	13	-	2000.00	6000.00	2155.00	6000.00	3620.00	3725.38
Non-union	12	-	2000.00	6000.00	2155.00	6000.00	3560.13	3640.49
Industry Data								
Service	12	-	2000.00	6000.00	2155.00	6000.00	3560.13	3640.49
Firm Size Data								
1 - 19	9	-	2000.00	6000.00	2155.00	6000.00	3620.00	3673.33
Geographic Area Data								
Saskatoon	5	-	2000.00	4744.00	2155.00	4744.00	3620.00	3360.80

Junior Architect - 2141-120

Under the supervision of a professional architect designs buildings, develops plans, specifications and detailed drawings, arranges contracts and exercises general supervision over construction. Will be registered as an architect in training in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	3	-	2437.50	2500.00	2437.50	2500.00	2500.00	2479.17
Industry Data								
Service	3	-	2437.50	2500.00	2437.50	2500.00	2500.00	2479.17
Firm Size Data								
1 - 19	3	-	2437.50	2500.00	2437.50	2500.00	2500.00	2479.17

City or Town Engineer - 2143-118

Provides professional engineering assistance on all city or town maintenance and construction projects. Prepares preliminary plans for projects. Inspects project during construction or reconstruction. Must be registered as a professional engineer in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	2	2358.61	6051.00	2803.00	3040.00	4535.00	4147.00
Non-union	11	2	2803.00	6051.00	2803.00	3150.00	4598.00	4284.57
Male	12	-	2358.61	6051.00	3040.00	6044.00	4243.50	4249.55
Non-union	11	-	3040.00	6051.00	3150.00	6044.00	4472.00	4421.45

City or Town Engineer (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Public Admin.	12	2	2358.61	6051.00	3040.00	2803.00	4535.00	4147.00
Firm Size Data								
1 - 19	4	-	2358.61	3400.00	2358.61	3400.00	3095.00	2987.15
100 - 399	5	1	4015.00	6044.00	4472.00	6044.00	4751.50	4715.74
Geographic Area Data								
Major Urban	4	1	4015.00	6051.00	4260.47	4904.99	6044.00	5055.09
Minor Urban	3	-	3156.47	4598.00	3156.47	4598.00	4472.00	4075.49
Rural	4	1	2358.61	3400.00	2803.00	3040.00	3150.00	2950.32

Assistant City or Town Engineer - 2143-120

Under supervision from the city or town engineer, provides engineering services on construction or maintenance projects. Must be registered as an engineer in training or a professional engineer in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	17	-	1970.42	6222.67	1999.88	4920.50	4426.50	4160.39
Union	12	-	1970.42	6222.67	1970.42	4920.50	4920.50	4211.62
Non-union	5	-	3700.00	4310.00	3754.83	4310.00	4112.33	4037.43
Industry Data								
Public Admin.	17	-	1970.42	6222.67	1999.88	4920.50	4426.50	4160.39
Firm Size Data								
100 - 399	5	-	3700.00	4310.00	3754.83	4310.00	4112.33	4037.43

Supervising Engineer - 2143-160

Supervises a group of professional engineers and junior engineers engaged in providing engineering services to a number of projects. Will be registered as a professional engineer in the Province of Saskatchewan.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	133	1	3500.00	6359.00	4215.00	5866.00	4900.00	4936.78
Male Non-union	133	-	3500.00	6359.00	4215.00	5831.55	4900.00	4941.51
Industry Data								
Primary	5	-	3900.00	6285.00	3900.00	6285.00	4745.00	4766.00
Trans., Comm. & Util.	50	-	3975.00	5600.00	4355.00	5220.00	4930.00	4842.20
Service	41	-	3500.00	6090.00	4200.00	6090.00	5192.00	5062.32
Public Admin.	34	1	3788.00	6265.00	4553.00	5497.00	4721.00	4850.06
Firm Size Data								
20 - 49	11	-	4166.13	6090.00	4332.50	6090.00	5831.55	5495.47
100 - 399	17	-	3900.00	6285.00	4745.00	5866.00	5148.00	5156.00
400 Plus	75	1	3788.00	6359.00	4365.00	5220.00	4775.00	4820.01

Supervising Engineer (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	69	1	3500.00	5831.55	4248.00	5220.00	4721.00	4729.86
Saskatoon	39	-	4200.00	6359.00	4667.00	6090.00	5192.00	5249.85
Province-wide	19	-	3975.00	6056.00	4370.00	5340.00	5015.00	4997.21

Professional Engineer - 2143-164

Works as project engineer with responsibility for providing all professional engineering services for that project. Will be registered as a professional engineer in the Province of Saskatchewan.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	144	10	2600.00	6075.00	3050.00	5175.00	4049.00	3917.12
Non-union	134	10	2600.00	5600.00	3008.00	5106.00	4049.00	3859.32
Male	144	-	2600.00	6075.00	3008.00	4935.00	4049.00	3947.90
Non-union	134	-	2600.00	5600.00	3008.00	4750.00	3972.50	3888.09
Female								
Non-union	-	10	2860.00	4040.00	2892.00	3916.58	3650.00	3473.86
Industry Data								
Primary	9	1	3160.00	5000.00	3385.00	5000.00	4842.50	4349.50
Mfg. & Process.	8	-	2900.00	5600.00	3000.00	5000.00	4000.00	4038.50
Trans., Comm. & Util.	56	4	3300.00	5170.00	3500.00	4620.00	4100.00	3973.75
Service	27	3	2600.00	4750.00	3050.00	4750.00	3650.00	3509.87
Public Admin.	40	2	2785.00	5220.00	2987.00	5106.00	4049.00	3866.58
Firm Size Data								
1 - 19	6	-	2600.00	3650.00	3075.00	3650.00	3298.75	3262.08
20 - 49	13	2	2860.00	5600.00	2860.00	3170.00	4170.00	3992.77
50 - 99	17	1	2836.00	5000.00	3050.00	4750.00	3667.00	3629.56
100 - 399	20	1	3100.00	5220.00	3385.00	5116.00	4592.00	4371.95
400 Plus	88	6	2785.00	6075.00	3008.00	5170.00	4049.00	3900.31
Geographic Area Data								
Regina	80	8	2600.00	4635.78	3008.00	4620.00	4049.00	3742.84
Saskatoon	32	-	2900.00	6075.00	3100.00	5256.00	4083.00	4262.42
Province-wide	26	1	2836.00	5170.00	3075.00	5000.00	4100.00	3981.15

Junior Engineer - 2143-168

Works directly under the supervision of a professional engineer to receive experience as a project engineer. Will be registered in Saskatchewan as an engineer in training.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	50	4	2085.01	3750.00	2535.00	3444.00	2736.50	2718.21
Non-union	49	4	2085.01	3750.00	2535.00	3444.00	2749.50	2718.11
Male	50	-	2085.01	3750.00	2535.00	2833.46	2687.50	2709.80
Non-union	49	-	2085.01	3750.00	2535.00	2833.40	2680.00	2709.52
Female								
(Non-union)	-	4	2600.00	3098.60	2600.00	3098.60	2797.50	2823.40

Junior Engineer (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	7	1	2680.00	2845.00	2680.00	2830.00	2750.00	2753.75
Mfg. & Process.	3	-	2085.01	3750.00	2085.01	3750.00	2500.00	2778.34
Service	14	2	2145.45	3167.00	2300.00	3167.00	2635.00	2638.38
Firm Size Data								
20 - 49	7	2	2145.45	3098.60	2170.00	2600.00	2600.00	2599.67
50 - 99	7	-	2500.00	3167.00	2535.00	2800.00	2670.00	2716.71
100 - 399	12	1	2085.01	3750.00	2680.00	3750.00	2800.00	2888.15
Geographic Area Data								
Regina	20	1	2145.45	3098.60	2300.00	2750.00	2723.50	2649.79
Saskatoon	13	1	2085.01	3444.00	2500.00	3444.00	2800.00	2778.79

Land Surveyor - 2161-114

Surveys and oversees engineering parties engaged in determining the exact location and measurement of points, elevations, lines, areas and contours of the earth's surface to secure data used for construction, map making, land evaluation and other purposes. Must be certified as a Saskatchewan Land Surveyor.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	11	-	3075.00	5677.31	3075.00	5350.00	3822.00	3896.92
Non-union	10	-	3075.00	5677.31	3075.00	5350.00	3704.90	3904.41
Industry Data								
Service	8	-	3075.00	5677.31	3075.00	5350.00	3704.90	3957.76
Geographic Area Data								
Regina	7	-	3540.00	5677.31	3822.00	5350.00	4000.00	4329.73

Instrumentman/woman- 2161-118

Obtains data pertaining to angles, deviations, points and contours used for construction, map making, mining or other purposes using alidade, transit, level and other surveying instruments.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	25	2	1299.75	3301.37	1490.00	3301.37	2618.56	2372.03
Union	12	2	2180.11	3301.37	2618.56	2180.11	2951.00	2848.82
Non-union	13	-	1299.75	2950.00	1343.08	2610.00	1764.19	1858.57
Male	25	-	1299.75	3301.37	1490.00	3088.21	2610.00	2363.26
Union	12	-	2180.11	3301.37	2618.56	3301.37	2951.00	2910.02
Industry Data								
Primary	5	1	2642.83	3301.37	3032.75	3301.37	3194.79	3024.96
Service	12	-	1299.75	2950.00	1343.08	2610.00	1807.10	1869.04
Firm Size Data								
100 - 399	6	1	1733.00	3301.37	2642.83	3301.37	3088.21	2840.39
Geographic Area Data								
Regina	15	-	1299.75	2951.00	1535.00	2951.00	2170.00	2296.93
Saskatoon	6	-	1343.08	3301.37	1386.40	3301.37	2837.79	2501.30

Survey Helper- 2161-122

Helps surveyor as a member of crews surveying land areas by cutting, marking, tagging and driving stakes into the ground to indicate grave settings, markers, or boundaries. Holds level rod, stadia board or range pole in vertical position at point indicated by surveyor to determine elevation. Performs inside work preparing equipment, making rough drawings, posting and indexing field books and maintaining files.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees	57	-	7.00	16.66	8.43	15.06	11.85	12.24
(Full-time)	48	-	10.99	16.66	11.85	15.06	13.13	13.09
Union	9	-	7.00	8.83	7.00	8.43	7.50	7.72
Non-union								
	Industry Data							
Public Admin.	48	-	10.99	16.66	11.85	15.06	13.13	13.09
	Firm Size Data							
400 Plus	45	-	11.35	16.66	11.85	15.51	13.13	13.19
	Geographic Area Data							
Regina	51	-	7.00	16.66	8.43	15.06	12.28	12.41

Draftsman/woman, Junior - 2163-110

Under supervision, prepares general assembly and drawings from sketches, specifications, notes and discussion with designers for manufacturing, construction and other projects. Duties of average difficulty.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees	42	13	1100.00	2900.00	1750.00	2002.00	2229.00	2098.18
(Full-time)	16	2	1791.00	2844.00	1889.00	2844.00	2358.17	2283.94
Union	26	11	1100.00	2900.00	1706.25	1875.00	2150.00	2007.81
Non-union								
Male	42	-	1100.00	2900.00	1706.25	2900.00	2083.00	2160.00
Union	16	-	1791.00	2844.00	1889.00	2672.29	2225.00	2302.93
Non-union	26	-	1100.00	2900.00	1650.00	2900.00	1952.09	2073.18
Female	-	13	1583.00	2262.00	1583.00	2209.58	1875.00	1896.19
Non-union	-	11	1583.00	2209.58	1583.00	2083.00	1800.00	1853.31
All Employees	2	2	8.50	11.81	8.50	11.81	11.73	10.94
(Part-time)	2	1	8.50	11.77	8.50	11.68	11.77	10.65
Non-union								
	Industry Data							
Mfg. & Process.	16	-	1650.00	2900.00	1805.00	2900.00	2150.00	2291.77
Trans., Comm. & Util.	7	1	1791.00	2844.00	1889.00	2844.00	2071.50	2087.38
Service	9	8	1100.00	2025.00	1650.00	1800.00	2025.00	1722.83
	Firm Size Data							
1 - 19	5	2	1100.00	1900.00	1650.00	1750.00	1850.00	1692.86
20 - 49	4	2	1650.00	2209.58	1706.25	1707.88	1805.00	1813.95
50 - 99	13	5	1583.00	2900.00	1750.00	1750.00	2900.00	2168.00
400 Plus	17	4	1889.00	2844.00	2002.00	2020.00	2487.33	2278.23

Draftsman/woman, Junior (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	14	3	1650.00	2844.00	1706.25	1707.88	2004.17	2001.15
Saskatoon	15	8	1100.00	2900.00	1750.00	2020.00	2900.00	2032.09
Province-wide	5	2	2141.00	2487.33	2141.00	2209.58	2487.33	2316.51

Draftsman/woman, Intermediate - 2163-110

Prepares general assembly and drawings from sketches, specifications, notes and discussion with designers for manufacturing, construction and other projects. Duties of more than average difficulty checked by others but may supervise junior draftsmen/women.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	80	19	1600.00	3333.00	2100.00	2411.00	2616.00	2498.66
Union	42	9	2042.00	3088.21	2323.00	2548.00	2616.00	2616.04
Non-union	38	10	1600.00	3333.00	2000.00	2100.00	2458.50	2373.95
Male	80	-	1600.00	3333.00	2075.00	2938.74	2616.00	2519.08
Union	42	-	2042.00	3088.21	2323.00	2938.74	2616.00	2625.33
Non-union	38	-	1600.00	3333.00	1962.00	2925.00	2354.63	2401.64
Female	-	19	1634.22	3120.00	1992.95	2775.00	2504.67	2412.71
Union	-	9	2116.83	2839.00	2249.00	2760.33	2616.00	2572.72
Non-union	-	10	1634.22	3120.00	1802.67	2775.00	2133.13	2268.71
Industry Data								
Primary	6	2	2650.00	3333.00	2650.00	3065.68	3333.00	3123.57
Mfg. & Process.	12	-	1600.00	3116.00	1712.00	2925.00	2218.00	2252.27
Trans., Comm. & Util.	18	1	2616.00	2616.00	2616.00	2616.00	2616.00	2616.00
Service	20	6	1634.22	2833.00	2035.00	2080.00	2417.00	2298.11
Public Admin.	22	8	2042.00	2938.74	2272.00	2760.33	2701.34	2560.45
Firm Size Data								
1 - 19	8	1	1870.00	2775.00	2000.00	2775.00	2400.00	2343.33
20 - 49	6	5	1634.22	3116.00	1792.27	2166.25	3116.00	2131.80
50 - 99	16	2	1600.00	2925.00	2030.00	2925.00	2396.38	2310.15
100 - 399	14	1	2042.00	3333.00	2250.00	3333.00	2616.00	2703.64
400 Plus	36	10	2116.83	3065.68	2548.00	2548.00	2616.00	2623.71
Geographic Area Data								
Regina	34	8	1634.22	3116.00	2166.25	2186.00	2616.00	2461.58
Saskatoon	19	4	1600.00	2833.00	1870.00	2100.00	2417.00	2338.26
Major Urban	9	-	2042.00	2938.74	2075.00	2938.74	2272.00	2503.61
Minor Urban	4	1	2300.00	3120.00	2375.75	3120.00	3065.68	2785.42
Rural	6	-	2174.92	3333.00	2925.00	3333.00	3210.61	3031.19
Province-wide	8	6	2030.00	2760.33	2185.00	2760.33	2673.67	2539.62

Draftsman/woman, Senior - 2163-110

Prepares general assembly and drawings from sketches, specifications, notes and discussion with designers for manufacturing, construction and other projects. Duties of complex nature, writes specifications; may be under general direction.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	100	10	1213.10	4236.38	2556.00	4050.00	3037.67	2983.51
Union	37	-	2117.00	3301.37	2881.67	3127.00	3037.67	3005.14
Non-union	63	10	1213.10	4236.38	2320.98	2600.00	3000.00	2972.54
Male	100	-	1646.35	4236.38	2500.00	3583.00	3037.67	3007.01
Union	37	-	2117.00	3301.37	2881.67	3127.00	3037.67	3005.14
Non-union	63	-	1646.35	4236.38	2320.98	3875.00	2949.38	3008.11
Female								
Non-union	-	10	1213.10	3420.00	2580.00	3375.00	2785.00	2748.51
Industry Data								
Primary	8	1	2117.00	4050.00	3032.75	4050.00	3301.37	3253.29
Mfg. & Process.	20	1	2080.00	3875.00	2425.00	3624.00	2816.67	2862.10
Health & Educ.	6	-	1976.00	3499.99	2750.27	2936.00	2935.50	2838.88
Service	31	7	1646.35	4041.00	2610.00	2665.35	3250.00	3048.28
Public Admin.	34	-	2320.98	4236.38	2764.67	3127.00	3037.67	3004.59
Firm Size Data								
1 - 19	11	1	1213.10	3642.00	1980.00	3642.00	2800.00	2583.45
20 - 49	19	2	1646.35	3595.00	2100.00	3595.00	2750.27	2773.24
50 - 99	22	7	2117.00	4236.38	2820.00	2889.00	3583.00	3241.70
100 - 399	13	-	2320.98	4050.00	2320.98	3775.00	2964.00	2988.16
400 Plus	35	-	2764.67	3263.24	2935.00	3127.00	3037.67	3031.18
Geographic Area Data								
Regina	29	-	2080.00	3167.13	2643.33	3127.00	2881.67	2874.38
Saskatoon	32	2	1213.10	4050.00	2500.00	4041.00	3141.38	3059.58
Major Urban	7	-	2100.00	3875.00	2320.98	3090.00	2425.00	2669.71
Minor Urban	5	-	3200.00	4236.38	3200.00	4236.38	3263.24	3432.57
Rural	7	-	1976.00	3775.00	2117.00	3499.99	3250.00	2952.80
Province-wide	20	8	2580.00	3500.00	2977.00	3037.67	3037.67	3010.00

Estimator, Building Supplies - 2165-114

Appraises customer's building construction, maintenance or repair requirements in terms of amount of certain products he or she will require in order to complete project.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Non-union	7	-	1000.00	3300.00	2000.00	2525.00	2400.00	2267.86

Engineering Technician/Technologist - 2165-122

Performs a variety of technical and/or technological functions in an engineering specialization primarily in relation to installation, operation and maintenance, quality control and production activities using a knowledge of specific engineering, scientific, mathematical and drafting design principles and techniques.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Non-union	7	-	1000.00	3300.00	2000.00	2525.00	2400.00	2267.86
All Employees (Part-time)	129	8	1200.00	5000.00	1850.00	5000.00	3000.00	2937.51
Union	27	-	2272.00	3702.00	2545.83	3702.00	3208.00	3208.36
Non-union	102	8	1200.00	5000.00	1750.00	5000.00	2956.57	2871.03
Male	129	-	1200.00	5000.00	1840.00	4050.00	2989.43	2986.58
Non-union	102	-	1200.00	5000.00	1750.00	4275.00	2790.51	2927.87
Female Non-union	-	8	1400.00	2976.00	1559.70	2498.99	2356.30	2146.20
Industry Data								
Primary	14	-	3032.75	5000.00	3208.00	5000.00	4052.50	4157.05
Mfg. & Process.	8	-	1750.00	5000.00	1850.00	5000.00	3506.50	3413.00
Trans., Comm. & Util.	13	-	2709.00	3702.00	2959.00	3702.00	3702.00	3568.46
Service	59	5	1200.00	4400.00	1500.00	4275.00	2647.50	2537.98
Public Admin.	35	3	2166.67	3881.00	2320.98	3720.00	2871.72	2845.13
Firm Size Data								
1 - 19	14	1	1200.00	3200.00	1450.00	3200.00	2685.00	2201.31
20 - 49	40	3	1251.23	5000.00	1613.42	5000.00	2749.50	2741.64
50 - 99	22	1	1750.00	5000.00	1840.00	5000.00	3335.00	3261.13
100 - 399	31	1	2166.67	4720.00	2272.00	4050.00	3123.00	3142.38
400 Plus	22	2	2437.00	3702.00	2545.83	3702.00	3383.92	3165.26
Geographic Area Data								
Regina	47	3	1250.00	3750.00	1559.70	3702.00	2600.00	2540.27
Saskatoon	21	1	1750.00	3881.00	2174.00	3720.00	3016.38	2997.17
Major Urban	15	3	1200.00	5000.00	1400.00	2062.00	2764.51	2695.95
Minor Urban	13	-	2166.67	4720.00	2207.83	4055.00	3160.00	3302.55
Rural	4	-	3050.00	3941.00	3050.00	3941.00	3125.34	3310.42
Province-wide	29	1	1750.00	5000.00	1855.00	5000.00	3702.00	3492.83

Electronic Engineering Technician - 2165-230

Performs technical functions in various aspects of electronic engineering, primarily a support of installation, operation, maintenance, production and quality control.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Non-union	28	-	1733.00	3228.00	2339.55	3228.00	3228.00	3026.68
Industry Data								
Mfg. & Process.	28	-	1733.00	3228.00	2339.55	3228.00	3228.00	3026.68

Systems Analyst, Junior - 2183-012

Under direct supervision concerning most duties, formulates logical statements of business or scientific and/or engineering problems and devises procedures for solutions of these problems through the use of electronic data processing systems.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	32	20	1867.10	3743.00	2733.00	3288.00	3513.25	2935.58
Union	8	6	1867.10	3683.00	3177.00	3683.00	3683.00	3326.90
Non-union	24	14	2059.98	3743.00	2669.00	2932.00	2932.00	2791.40
Male	32	-	2085.00	3683.00	2513.33	3637.83	2906.00	2985.08
Union	8	-	3019.25	3683.00	3177.00	3683.00	3637.83	3515.34
Non-union	24	-	2085.00	3388.67	2400.00	3140.00	2869.50	2808.32
Female	-	20	1867.10	3743.00	2155.83	3683.00	2892.75	2856.37
Union	-	6	1867.10	3683.00	2905.50	3683.00	3157.63	3075.64
Non-union	-	14	2059.98	3743.00	2155.83	3391.00	2828.00	2762.40
Industry Data								
Mfg. & Process.	9	6	2085.00	3391.00	2400.00	3031.00	3050.00	2746.01
Firm Size Data								
20 - 49	6	6	2059.98	3391.00	2296.67	3031.00	2554.99	2618.58
400 Plus	25	11	2669.00	3743.00	2776.00	3288.00	3294.34	3129.12
Geographic Area Data								
Regina	6	2	2400.00	3637.83	2905.50	3019.25	3637.83	3205.77
Saskatoon	22	13	2085.00	3743.00	2733.00	3031.00	2932.00	2806.42

Systems Analyst, Senior - 2183-012

Under general direction, formulates logical statements of business or scientific and/or engineering problems and devises procedures for solutions of these problems through the use of electronic data processing systems. Duties of more advanced and complex nature; may give guidance to junior analysts.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	43	14	1750.00	4974.67	2833.46	3963.00	4134.00	3587.61
Union	11	4	2844.00	4420.00	3843.67	3963.00	4329.00	3994.44
Non-union	32	10	1750.00	4974.67	2500.00	3827.00	3760.30	3442.31
Male	43	-	2074.40	4584.67	2500.00	4420.00	3640.00	3603.48
Union	11	-	2844.00	4420.00	3198.00	4420.00	4134.00	3977.33
Non-union	32	-	2074.40	4584.67	2500.00	4394.00	3571.50	3474.97
Female	-	14	1750.00	4974.67	2318.33	4277.00	3905.50	3538.66
Non-union	-	10	1750.00	4974.67	2318.33	4271.00	3675.50	3337.80
Industry Data								
Mfg. & Process.	14	4	1750.00	4974.67	3349.99	3524.00	3972.00	3700.46
Wholesale	2	3	3020.04	3963.00	3655.60	3963.00	3963.00	3712.93
Finance	5	2	2318.33	3306.33	2318.33	3010.00	3295.50	2831.50
Service	5	-	2074.40	2999.82	2500.00	2999.82	2547.51	2591.04
Public Admin.	10	2	2186.95	4420.00	2844.00	2353.00	4231.50	3791.30
Firm Size Data								
20 - 49	9	3	1750.00	4584.67	2833.46	3524.00	3621.50	3253.95
50 - 99	11	1	2475.00	4530.00	2500.00	4530.00	3488.00	3352.49
100 - 399	4	3	2186.95	4974.67	2344.33	2353.00	3633.34	3022.94
400 Plus	18	7	2844.00	4424.00	3843.67	4037.00	4364.00	4060.33

Systems Analyst, Senior (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	14	-	2074.40	4530.00	2833.46	4394.00	3488.00	3488.76
Saskatoon	19	7	2318.33	4974.67	3010.00	3848.00	4060.50	3656.96
Major Urban	1	3	1750.00	2475.00	2186.95	2475.00	2051.50	2191.24

Programmer, Junior - 2183-020

Under direct supervision, writes programs in computer process language to solve engineering or scientific problems and/or provide required data for management and resolve business problems. Assists in review, analysis and preparation of computer systems specifications; codes program instructions.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	30	13	1092.00	3624.83	2174.00	2670.00	2704.00	2503.23
Union	19	6	2402.83	3128.67	2501.58	2704.00	2704.00	2691.48
Non-union	11	7	1092.00	3624.83	1707.33	2400.00	2826.00	2241.77
Male	30	-	1092.00	3624.83	2166.67	3128.67	2559.00	2529.31
Union	19	-	2402.83	3128.67	2458.00	3128.67	2559.00	2670.24
Non-union	11	-	1092.00	3624.83	1521.00	3000.00	2184.00	2285.89
Female	-	13	1667.00	3128.67	1753.00	2958.00	2430.00	2443.04
Union	-	6	2402.83	3128.67	2670.00	2958.00	2696.50	2758.75
Non-union	-	7	1667.00	2655.00	1753.00	2430.00	2210.00	2172.43
			Industry Data					
Mfg. & Process.	8	3	1521.00	3624.83	2166.67	2400.00	2652.00	2493.32
Public Admin.	7	4	2402.83	3128.67	2436.00	2704.00	3128.67	2762.62
			Firm Size Data					
20 - 49	6	6	1521.00	2655.00	1707.33	2430.00	2159.50	2185.67
100 - 399	4	2	1092.00	3624.83	1753.00	2184.00	3030.42	2293.31
400 Plus	20	5	2402.83	3128.67	2501.58	2704.00	2704.00	2706.04
			Geographic Area Data					
Regina	6	2	1092.00	3000.00	2184.00	2402.83	2495.25	2342.77
Saskatoon	13	6	1521.00	3624.83	2166.67	2400.00	2776.00	2422.16

Programmer, Senior - 2183-020

Under general direction, writes programs in computer process language to solve engineering or scientific problems and/or provide required data for management and resolve business problems. Develops and prepares machine logic flow charts; may give direction or guidance to juniors.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	44	16	1300.00	5943.00	2600.00	3380.00	3380.00	3149.54
Union	30	10	2850.00	3718.00	2946.10	3380.00	3400.00	3287.37
Non-union	14	6	1300.00	5943.00	1993.33	2929.33	2816.67	2873.87
Male	44	-	1300.00	5943.00	2166.36	3718.00	3065.00	3096.74
Union	30	-	2850.00	3718.00	2905.50	3718.00	3166.17	3250.33
Non-union	14	-	1300.00	5943.00	1966.25	3935.00	2633.59	2767.63
Female	-	16	2500.00	4266.17	2859.09	3605.33	3323.67	3294.72
Non-union	-	6	2500.00	4266.17	2676.00	3500.00	2894.21	3121.77

Programmer, Senior (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	4	1	2667.17	5943.00	2686.67	4266.17	2903.33	3693.27
Finance	5	2	1300.00	2859.09	2166.36	2676.00	2166.36	2276.31
Public Admin.	16	10	1966.25	3718.00	3267.33	3605.33	3718.00	3401.16
Firm Size Data								
20 - 49	2	1	1993.33	2676.00	1993.33	2676.00	2667.17	2445.50
100 - 399	9	5	1300.00	4266.17	2166.36	3500.00	3234.55	2855.48
400 Plus	31	9	2686.67	3718.00	2903.33	3380.00	3380.00	3281.24
Geographic Area Data								
Regina	5	2	1300.00	3523.00	2600.00	2889.00	2905.50	2696.69
Saskatoon	8	4	1993.33	5943.00	2166.36	2859.09	2795.00	2916.15
Minor Urban	2	1	1966.25	3935.00	1966.25	3500.00	3935.00	3133.75

Psychologist - 2315-110

Graduates of a Master's or Ph.d. program in psychology.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	25	23	2842.00	4707.00	3385.00	3997.00	4691.50	3824.85
Male	25	-	3058.00	4707.00	3178.00	4676.00	3844.00	3880.95

Community Planner - 2319-130

Develops program plans for controlled utilization of land and physical facilities of rural and urban areas.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	9	1	2225.60	6183.67	2333.50	6183.67	2899.25	3351.58
Non-union	8	1	2333.50	6183.67	2545.00	6183.67	3126.00	3476.69
Male	9	-	2225.60	6183.67	2333.50	4978.00	2672.50	3446.16
Non-union	8	-	2333.50	6183.67	2545.00	4978.00	2899.25	3598.73
Industry Data								
Public Admin.	9	1	2225.60	6183.67	2333.50	6183.67	2899.25	3351.58
Firm Size Data								
100 - 399	5	-	2545.00	4310.00	2641.17	4310.00	2672.50	3058.93
Geographic Area Data								
Major Urban	4	-	2545.00	4978.00	2545.00	4978.00	3491.25	3626.38
Minor Urban	3	-	2225.60	3126.00	2225.00	3126.00	2641.17	2664.26

Social Worker - 2331-126

Counsels and aids individuals and families to understand and resolve their personal and social problems. Will have a degree in social work.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	58	212	2051.00	3960.00	2885.45	2976.00	2569.50	2780.70
Union	47	191	2266.60	3960.00	2976.00	2976.00	2652.00	2785.34
Non-union	11	21	2051.00	3670.88	2450.00	3295.50	2403.84	2746.20
Male	58	-	2120.00	3960.00	2471.00	3259.77	2976.00	2871.60
Union	47	-	2463.00	3960.00	2471.00	3220.00	2976.00	2902.23
Non-union	11	-	2120.00	3670.88	2120.00	3479.23	2486.76	2740.74
Female	-	212	2051.00	3960.00	2471.00	2976.00	2758.00	2755.83
Union	-	191	2266.60	3960.00	2471.00	2976.00	2758.00	2756.58
Non-union	-	21	2051.00	3459.63	2248.79	3305.25	2595.13	2749.05
All Employees								
(Part-time)	1	22	13.89	19.13	14.35	18.40	16.42	16.59
Union	-	19	15.18	19.13	15.28	18.40	16.48	16.76
Non-union	1	3	13.89	17.55	17.30	17.55	14.12	15.77
Female	-	22	13.89	19.13	15.18	18.40	16.45	16.54
Union	-	19	15.18	19.13	15.28	18.40	16.48	16.76
Industry Data								
Health & Educ.	10	36	2248.79	3960.00	3259.77	3305.25	2636.57	2954.81
(Part-time)	1	9	13.89	17.72	13.89	17.72	15.95	16.42
Firm Size Data								
100 - 399	2	14	2399.00	3960.00	2399.00	3436.88	2636.57	3006.15
400 Plus	50	194	2248.79	3676.00	2976.00	2976.00	2646.00	2781.26
(Part-time)	-	20	13.89	19.13	15.28	18.40	16.77	16.72
Geographic Area Data								
Regina	54	195	2051.00	3960.00	2885.45	2976.00	2561.00	2767.48
(Part-time)	-	19	13.89	19.13	15.18	18.40	16.42	16.55
Saskatoon	1	8	2477.07	3461.47	2477.07	3295.50	2862.39	2898.95
Major Urban	1	7	2366.00	3670.88	2366.00	3167.13	2713.75	2948.96
Minor Urban	2	2	2590.40	3676.00	2773.88	2964.00	3133.20	3001.07

Recreation Director - 2333-110

On behalf of a city, town or other government or private organization, plans, organizes and promotes physical, social, recreational and educational activities. Assigns duties to and supervises and co-ordinates the work of recreation workers and other staff.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	25	6	1279.00	4426.50	1664.00	1933.00	2805.83	2540.18
Non-union	25	4	1279.00	4244.50	1664.00	1800.00	2754.98	2496.07
Male								
Non-union	25	-	1279.00	4244.50	1664.00	3750.00	2600.00	2557.73
Female	-	6	1800.00	4426.50	1922.00	2638.00	2008.00	2467.08
Non-union	-	4	1800.00	2638.00	1800.00	2638.00	2002.50	2110.75
Industry Data								
Public Admin.	25	6	1279.00	4426.50	1664.00	1933.00	2805.83	2540.18

Recreation Director (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	6	4	1664.00	2567.00	1800.00	1933.00	2367.00	1968.60
20 - 49	5	1	1850.33	2805.83	1883.00	2805.83	2551.47	2380.02
100 - 399	9	-	2600.00	4244.50	2754.98	3751.00	3126.00	3247.01
Geogrsphic Area								
Major Urban	10	-	1279.00	3751.00	1410.00	3456.55	2825.50	2609.96
Minor Urban	7	-	2500.33	4244.50	2602.60	3750.00	3126.00	3166.04
Rural	8	5	1664.00	2638.00	1800.00	2083.00	2167.00	2004.41

Social Service Worker - 2333-118

Provides services to individuals or families in support of and under direction of professional social workers.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	85	140	1826.50	2951.00	2475.00	2709.00	2290.00	2489.92
Union	85	138	2060.00	2951.00	2427.00	2709.00	2301.00	2495.47
Female	-	140	1826.50	2742.00	2180.00	2709.00	2564.00	2474.06
Union	-	138	2142.00	2742.00	2243.00	2709.00	2564.00	2482.79
Industry Data								
Health & Educ.	-	4	1826.50	2719.92	1826.50	2719.92	2260.75	2266.98

Recreation Worker - 2333-122

Conducts activities of different age groups in a variety of settings such as community centres, playgrounds, day camps or indoor centres. Organizes, conducts and promotes interest in such activities as arts and crafts, sports, games, music, dramatics, social pastimes, camping, hobbies, current events, discussion groups and community surveys.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	28	15	866.67	2842.67	1622.00	2545.83	2545.83	2067.94
Union	13	6	1644.62	2842.67	1741.67	2636.83	2636.83	2401.59
Non-union	15	9	866.67	2786.98	866.67	2349.23	2284.08	1803.79
Male	28	-	866.67	2842.67	1462.00	2636.83	1923.84	2000.58
Union	13	-	1644.62	2842.67	1741.67	2636.83	2545.83	2307.02
Non-union	15	-	866.67	2786.98	866.67	2539.98	1650.00	1735.00
Female	-	15	866.67	2636.83	1462.00	2636.83	2353.00	2193.67
Non-union	-	9	866.67	2440.00	1200.01	2353.00	2251.17	1918.45
Industry Data								
Public Admin.	28	15	866.67	2842.67	1622.00	2545.83	2545.83	2067.94
Firm Size Data								
100 - 399	9	7	1200.01	2786.98	1724.99	2349.23	2863.48	2100.65
Geographic Area Data								
Major Urban	10	5	1200.01	2786.98	1644.62	2353.00	2459.00	2046.99
Minor Urban	5	4	866.67	2299.00	866.67	2251.17	1674.83	1484.30
Rural	6	-	1650.00	2303.16	1650.00	1741.67	1741.67	1804.70

Lawyer - 2343-110

Prepares and pleads cases in courts of justice before judicial and quasi-judicial tribunals, administrative boards and agencies of government. Draws up legal documents, advises clients or, in the case of a corporate lawyer, his/her employer and practices other aspects of law.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	145	44	1500.00	6500.00	3000.00	4825.00	5255.00	4383.64
Non-union	101	32	1500.00	6500.00	2750.00	4515.00	4825.00	4146.51
Male	145	-	1500.00	6500.00	2750.00	5880.33	4500.00	4383.38
Non-union	101	-	1500.00	6500.00	2684.00	5880.33	3834.00	4126.06
Female	-	44	1500.00	6500.00	2750.00	5880.33	4570.00	4384.50
Non-union	-	32	1500.00	6500.00	2800.33	5880.33	4210.50	4211.06
Industry Data								
Service	101	26	1500.00	6500.00	2750.00	3500.00	4871.00	4111.06
Public Admin.	43	18	3369.00	5965.00	3682.00	5036.00	5486.00	4924.65
Firm Size Data								
1 - 19	36	7	1500.00	6000.00	2500.00	2800.00	3750.00	3495.81
400 Plus	42	18	3369.00	5965.00	3682.00	5036.00	5683.17	4918.40
Geographic Area Data								
Regina	40	15	2000.00	5965.00	3381.00	4825.00	5041.83	4442.11
Saskatoon	40	10	2334.00	6500.00	2750.00	3000.00	3583.34	3631.06
Major Urban	7	2	1500.00	5729.00	1500.00	2684.00	4206.00	3600.33
Minor Urban	4	-	1500.00	3000.00	1500.00	3000.00	2400.00	2325.00
Province-wide	53	16	2738.00	6164.00	3979.00	5403.00	5675.00	5124.45

Law Clerk - 2349-114

Examines legal data for preparation of briefs or agreements based on statutory law or decisions. Prepares rough drafts of briefs. Keeps document file and correspondence on cases.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	8	32	1500.00	2725.00	2021.00	2598.00	2345.00	2295.00
Non-union	5	17	1500.00	2725.00	1700.00	2640.00	1935.00	2061.09
Male	8	-	1500.00	2598.00	1600.00	2598.00	1860.00	2039.38
Non-union	5	-	1500.00	2021.00	1600.00	2021.00	1700.00	1704.20
Female	-	32	1690.00	2725.00	1824.00	2598.00	2598.00	2358.91
Non-union	-	17	1690.00	2725.00	1824.00	2640.00	2150.00	2166.06
Industry Data								
Service	8	32	1500.00	2725.00	2021.00	2598.00	2345.00	2295.00
Firm Size Data								
1 - 19	3	2	1500.00	2290.00	1600.00	2290.00	2021.00	1862.20
50 - 99	2	16	1690.00	2725.00	1690.00	2640.00	2105.00	2129.06
Geographic Area Data								
Saskatoon	3	9	1500.00	2500.00	1700.00	2476.00	1824.00	1983.17

Librarian - 2351-114

Develops, organizes and maintains a collection of library materials and provides related advisory services for clientele. Must have had professional training in Library Science at either the B.L.S. or M.L.S. level.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	38	100	1041.00	6250.00	3668.00	3891.26	2268.50	3027.68
Union	33	64	1639.63	4897.00	3149.82	3730.00	2381.42	3232.10
Non-union	5	36	1041.00	6250.00	3891.26	6250.00	1400.00	2544.05
Male	38	-	2423.00	6250.00	2652.00	4541.66	3730.00	3799.20
Union	33	-	2423.00	4897.00	2535.10	4541.66	3730.00	3697.60
Non-union	5	-	2652.00	6250.00	3891.26	6250.00	4276.00	4469.78
Female	-	100	1041.00	5631.58	1200.00	4066.00	2733.79	2734.50
Union	-	64	1639.63	4541.66	2160.92	4066.00	3026.81	2992.07
Non-union	-	36	1041.00	5631.58	1200.00	3891.26	1752.51	2276.59
All Employees (Part-time)	2	9	5.00	16.78	5.00	16.07	13.80	11.45
Union	-	6	13.80	16.78	13.80	16.07	14.59	14.94
Non-union	2	3	5.00	13.44	5.00	13.44	5.00	7.26
Female	-	9	5.00	16.78	7.85	16.07	13.80	12.88
Union	-	6	13.80	16.78	13.80	16.07	14.59	14.94
Non-union	-	3	5.00	13.44	5.00	13.44	7.85	8.76
Industry Data								
Health & Educ.	38	99	1041.00	6250.00	3668.00	3891.26	2268.50	3034.20
(Part-time)	2	9	5.00	16.78	5.00	16.07	13.80	11.45
Firm Size Data								
20 - 49	2	21	1041.00	4276.00	1041.00	2368.66	1200.00	1680.00
50 - 99	-	14	1639.63	3505.67	1639.63	3458.00	2248.92	2331.01
100 - 399	17	44	2160.92	5631.58	3149.82	3891.26	2626.58	3150.29
Geographic Data								
Regina	12	15	1634.00	6250.00	3149.82	3442.62	2313.82	3300.85
Saskatoon	20	47	2160.92	5631.58	3891.26	4066.00	2626.58	3500.18
Major Urban	6	13	1798.00	4276.00	2535.10	3500.00	2363.83	2947.50
Rural	-	24	1041.00	3634.00	1076.00	1707.01	1300.00	1471.79

Library Assistant - 2353-134

Assists in developing, organizing and maintaining a collection of library material by using a specialized knowledge of library systems and methods.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	24	218	910.00	2626.58	910.00	2163.00	1778.08	1879.33
Union	24	200	1175.26	2626.58	2163.00	2546.00	1853.00	1917.13
Non-union	-	18	910.00	2084.88	1250.00	1702.00	1359.00	1408.93

Library Assistant (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Male								
Union	24	-	1188.20	2546.00	1697.00	2546.00	1960.50	2006.80
Female	-	218	910.00	2626.58	1417.50	2163.00	1853.00	1865.30
Union	-	200	1175.26	2626.58	1424.90	2163.00	1853.00	1906.37
Non-union	-	18	910.00	2084.88	1250.00	1702.00	1359.00	1408.93
All Employees								
(Part-time)	13	130	5.95	16.75	5.95	13.26	10.12	9.82
Union	6	73	8.88	16.75	9.10	14.23	11.16	11.62
Non-union	7	57	5.95	12.42	6.50	10.42	6.50	7.60
Male	13	-	5.95	12.27	5.95	10.09	6.50	7.95
Female	-	130	5.95	16.75	6.50	13.26	10.12	10.01
Union	-	73	8.88	16.75	10.12	14.23	11.32	11.77
Non-union	-	57	5.95	12.42	5.95	10.42	6.70	7.75
Industry Data								
Health & Educ.	22	213	1175.26	2626.58	1234.00	2163.00	1778.08	1898.50
(Part-time)	9	124	5.95	16.75	5.95	13.26	10.12	9.91
Firm Size Data								
20 - 49	3	18	1175.26	1853.00	1492.40	1774.59	1424.90	1440.85
(Part-time)	11	47	5.95	12.42	6.50	10.12	6.50	7.56
50 - 99	-	23	910.00	2038.83	1281.00	1861.17	1393.00	1464.49
(Part-time)	-	21	7.00	12.00	8.00	11.31	9.00	9.56
100 - 399	5	85	1200.00	2626.58	1326.50	2160.92	1854.96	1885.74
(Part-time)	2	40	8.88	14.88	9.43	13.50	12.04	11.89
400 Plus	16	91	1697.00	2546.00	2546.00	2546.00	1853.00	2053.48
Geographic Area Data								
Regina	4	29	1250.00	2546.00	2546.00	2546.00	1925.54	2034.88
Saskatoon	17	142	1326.50	2626.58	2163.00	2546.00	1853.00	1975.89
(Part-time)	4	52	5.95	16.75	5.95	14.23	11.16	10.82
Major Urban	-	10	1402.70	2083.83	1681.33	1861.17	1856.00	1781.92
(Part-time)	-	7	10.42	12.00	10.71	11.31	11.31	11.20
Minor Urban	1	6	910.00	2084.88	910.00	1365.30	1300.00	1433.54
Rural	2	31	1175.26	1604.99	1200.00	1457.84	1424.90	1382.63
(Part-time)	4	28	8.88	10.50	9.14	10.12	9.47	9.56

Audio-Visual Specialist - 2799-114

Plans and co-ordinates selection and use of audio-visual aids and materials. May also, in the absence of an audio-visual technician, set up, operate and maintain the audio-visual equipment.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	2	1	1586.00	4424.00	1586.00	2731.00	4424.00	2913.67
Industry Data								
Health & Educ.	2	1	1586.00	4424.00	1586.00	2731.00	4424.00	2913.67

Registered Nurse, Administration - 3130-110

Registered Nurses who work as directors, assistant directors, coordinators, supervisors, head nurses or nursing consultants. Include Directors of Nursing - personnel who supervise and coordinate the activities of nursing and auxiliary personnel engaged in nursing service.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	11	311	2827.50	5814.91	3259.75	4006.70	3633.50	3668.69
Male Non-union	11	-	3218.18	3900.00	3558.75	3795.27	3633.50	3642.80
Female Non-union	-	311	2827.50	5814.91	3325.00	4015.36	3633.50	3669.69
All Employees (Part-time)	-	60	16.79	24.04	19.00	23.44	21.40	21.19
Female Non-union	-	60	16.79	24.04	19.00	23.44	21.40	21.19
Industry Data								
Health & Educ.	11	308	2827.50	5814.91	3259.75	4006.70	3633.50	3670.57
(Part-time)	-	60	16.79	24.04	19.00	23.44	21.40	21.19
Firm Size Data								
1 - 19	-	6	2827.50	3735.00	3200.00	3715.55	3409.53	3382.85
20 - 49	1	50	3000.00	4216.00	3120.08	3909.65	3607.50	3599.48
(Part-time)	-	6	17.19	19.74	18.11	19.74	18.91	18.77
50 - 99	1	35	2970.36	4464.87	3194.29	3998.03	3663.55	3656.43
(Part-time)	-	5	16.79	19.74	18.62	19.74	19.00	18.68
100 - 399	3	85	2973.75	5060.36	3295.50	4028.22	3621.97	3692.19
(Part-time)	-	24	17.77	23.55	19.53	23.40	21.70	21.54
400 Plus	6	135	2964.84	5814.91	3320.30	3983.41	3633.50	3694.35
(Part-time)	-	24	19.72	24.04	19.81	24.04	22.21	22.02
Geographic Area Data								
Regina	3	79	2964.84	5814.91	3280.88	3983.41	3627.00	3661.35
(Part-time)	-	16	18.62	21.84	19.72	21.40	20.41	20.39
Saskatoon	2	55	3375.82	4644.25	3472.63	3734.25	3633.50	3690.19
Major Urban	4	55	2827.50	4563.00	3245.84	4047.14	3651.38	3666.71
(Part-time)	-	10	16.79	24.04	17.77	24.04	22.94	21.70
Minor Urban	1	52	3064.64	5060.36	3411.00	4024.88	3795.27	3752.22
(Part-time)	-	20	17.19	23.55	19.53	23.40	21.71	21.58
Rural	1	70	2970.36	4464.87	3131.00	3926.98	3608.11	3599.18
(Part-time)	-	6	18.11	20.01	18.11	19.74	19.37	19.12

Public Health Nurse - 3131-118

Gives nursing care to persons in establishments such as, government and voluntary health agencies, private homes and clinics and instructs people individually or in groups in health education and disease prevention.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	157	2500.33	3310.13	2842.00	3268.00	3148.00	3095.54
Non-union	-	4	2719.00	3310.13	2719.00	3310.13	3077.31	3045.94
Industry Data								
Health & Educ.	-	3	2873.73	3310.13	2873.73	3310.13	3280.88	3154.91

Public Health Nurse (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
400 Plus	-	157	2500.33	3310.13	2842.00	3268.00	3143.00	3095.54
Geographic Area Data								
Regina	-	155	2500.33	3280.88	2842.00	3268.00	3143.00	3095.59

Office Nurse - 3131-126

Assists physician by showing patients to examination rooms and carrying out routine pre-examination procedures such as the taking of temperature, blood pressure, weight, etc., as required. May apply treatments, medications and dressings to minor wounds or injuries as directed. Training may have been in the form of on-the-job instruction.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	-	42	1019.20	2300.00	1500.00	2000.00	1787.50	1769.45
Non-union	-	41	1019.20	2300.00	1500.00	2000.00	1787.50	1759.34
All Employees								
(Part-time)	-	35	6.94	17.69	8.35	16.63	11.65	12.08
Union	-	7	12.60	17.69	12.60	16.84	14.27	14.79
Non-union	-	28	6.94	16.90	7.62	15.71	10.60	11.40
Female	-	35	6.94	17.69	8.35	16.63	11.65	12.08
Union	-	7	12.60	17.69	12.60	16.84	14.27	14.79
Non-union	-	28	6.94	16.90	7.62	15.71	10.60	11.40
Industry Data								
Health & Educ.	-	42	1019.20	2300.00	1500.00	2000.00	1787.50	1769.45
(Part-time)	-	35	6.94	17.69	8.35	16.63	11.65	12.08
Firm Size Data								
1 - 19	-	34	1500.00	2300.00	1559.70	2000.00	1787.50	1816.65
(Part-time)	-	24	9.51	17.69	9.90	16.84	12.74	13.30
20 - 49	-	8	1019.20	2184.00	1173.25	1885.00	1592.50	1568.86
(Part-time)	-	11	6.94	13.89	7.22	13.89	8.47	9.41
Geographic Area Data								
Saskatoon	-	5	1532.89	1680.00	1559.70	1680.00	1559.70	1578.40
Major Urban	-	18	1019.20	1820.00	1381.90	1787.50	1625.00	1617.74
(Part-time)	-	15	6.94	17.69	7.28	16.84	9.90	10.84
Minor Urban	-	12	1500.00	2300.00	1722.50	2000.00	2000.00	1927.50
Rural	-	5	1875.00	2200.00	1875.00	2200.00	1881.64	2003.13
(Part-time)	-	9	12.60	16.90	12.60	16.00	15.20	14.89

Registered Nurse - 3131-130

Performs a combination of tasks to give nursing care to patients in hospitals such as, administering prescribed medication, making rounds with physicians; assisting with operations and deliveries by preparing rooms, instruments, equipments and supplies; making beds, bathing and feeding patients.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	41	1674	2105.70	3795.27	2549.04	3384.55	3075.25	3039.44
Union	40	1625	2105.70	3795.27	2549.04	3384.55	3075.25	3038.65
Non-union	1	49	2319.20	3616.00	2604.70	3384.55	3118.38	3065.86
Male	41	-	2524.98	3616.00	2645.45	3297.90	3046.68	2992.47
Union	40	-	2524.98	3384.55	2645.45	3265.52	3046.68	2976.88
Female	-	1674	2105.70	3795.27	2604.70	3384.55	3079.54	3040.59
Union	-	1625	2105.70	3795.27	2604.70	3384.55	3079.54	3040.17
Non-union	-	49	2319.20	3616.00	2645.45	3384.55	3126.50	3054.63
All Employees (Part-time)	23	1650	14.00	22.97	15.35	19.53	18.51	18.04
Union	23	1518	14.02	22.97	15.35	19.53	18.77	18.08
Non-union	-	132	14.00	20.00	15.50	19.03	17.98	17.55
Male								
Union	23	-	15.03	17.77	15.03	17.04	15.67	16.02
Female	-	1650	14.00	22.97	15.67	19.53	18.52	18.07
Union	-	1518	14.02	22.97	15.67	19.53	18.77	18.11
Non-union	-	132	14.00	20.00	15.50	19.03	17.98	17.55
Industry Data								
Health & Educ.	41	1671	2105.70	3795.27	2549.04	3384.55	3075.25	3039.32
(Part-time)	23	1632	14.00	22.97	15.67	19.53	18.51	18.05
Firm Size Data								
1 - 19	-	9	2567.34	3384.55	2800.00	3384.55	2946.10	3015.06
(Part-time)	-	45	14.00	20.00	15.03	18.51	16.46	16.81
20 - 49	3	133	2319.20	3436.54	2715.61	3384.55	3297.90	3196.69
(Part-time)	-	275	14.25	19.88	15.67	19.53	18.77	17.97
50 - 99	-	122	2513.09	3795.27	2655.25	3384.55	3362.34	3202.51
(Part-time)	1	227	14.68	22.97	15.72	19.53	18.14	17.91
100 - 399	3	299	2105.70	3795.27	2715.61	3384.55	3190.71	3117.18
(Part-time)	18	331	15.03	19.53	15.03	19.53	18.77	18.01
400 Plus	35	1111	2344.68	3795.27	2536.97	3384.55	3046.68	2983.13
(Part-time)	4	772	14.02	19.53	15.67	19.53	19.03	18.19
Geographic Area Data								
Regina	23	587	2344.68	3795.27	2549.04	3384.55	3046.68	2982.77
(Part-time)	2	363	14.25	19.53	15.84	19.53	19.03	18.33
Saskatoon	10	471	2428.85	3771.01	2536.97	3161.91	3075.25	2952.78
(Part-time)	20	361	15.03	19.53	15.03	19.53	17.77	17.57
Major Urban	3	226	2105.70	3566.51	2666.10	3384.55	3207.78	3100.42
(Part-time)	-	274	14.02	19.53	16.00	19.53	19.03	18.19
Minor Urban	2	151	2524.98	3795.27	2758.78	3384.55	3297.90	3194.72
(Part-time)	-	206	15.03	19.53	16.00	19.53	18.77	18.33
Rural	3	239	2319.20	3795.27	2691.20	3384.55	3383.69	3198.67
(Part-time)	1	446	14.00	22.97	15.67	19.53	18.51	17.98

Registered Psychiatric Nurse - 3131-138

Gives nursing care to mentally and emotionally disturbed persons as directed by a physician. May perform psychiatric nursing duties in a community by visiting and interviewing mentally and emotionally ill persons at home or clinic.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	91	402	2084.66	4673.00	3172.00	3331.00	3090.00	3059.35
Union	90	395	2084.66	4673.00	3245.00	3331.00	3079.54	3055.95
Non-union	1	7	2765.00	3800.08	2901.04	3633.50	3281.44	3264.93
Male	91	-	2441.00	4372.00	2545.00	3331.00	3172.00	3137.28
Union	90	-	2441.00	4372.00	2545.00	3331.00	3172.00	3141.42
Female	-	402	2084.66	4673.00	2545.00	3331.00	3156.05	3041.70
Union	-	395	2084.66	4673.00	2545.00	3331.00	3156.05	3036.48
Non-union	-	7	2901.04	3800.08	3159.00	3633.50	3282.00	3336.34
All Employees (Part-time)	5	61	11.93	20.19	14.02	19.49	17.57	17.20
Union	5	58	11.93	19.53	14.02	19.49	17.57	17.13
Non-union	-	3	17.04	20.19	17.04	20.19	18.51	18.58
Male Union	5	-	11.93	19.16	15.00	19.16	16.67	16.01
Female	-	61	11.93	20.19	14.39	19.49	17.72	17.30
Union	-	58	11.93	19.53	14.39	19.49	17.72	17.23
Industry Data								
Health & Educ.	43	183	2084.66	4673.00	3331.00	3384.55	3079.54	3083.36
(Part-time)	3	26	11.93	20.19	11.93	19.53	17.77	17.16
Firm Size Data								
20 - 49	1	4	2769.00	4000.00	2769.00	3800.08	2901.04	3317.82
50 - 99	1	6	3173.63	3886.00	3173.63	3384.55	3297.90	3383.95
100 - 399	-	12	2084.66	3384.55	2084.66	3384.55	3143.66	2992.90
(Part-time)	1	6	15.03	17.77	15.03	17.77	16.34	16.48
400 Plus	89	379	2366.00	4673.00	3172.00	3280.88	3079.54	3053.22
(Part-time)	3	49	14.02	20.19	14.39	19.53	17.57	17.42
Geographic Area Data								
Regina	52	240	2441.00	3795.27	3172.00	3297.90	3090.00	3054.69
(Part-time)	2	41	14.39	19.53	14.39	19.49	17.57	17.49
Saskatoon	1	26	2532.27	4000.00	2640.54	3207.78	3075.25	3043.47
Major Urban	34	107	2366.00	4673.00	3172.00	3331.00	3090.00	3121.07
(Part-time)	1	7	14.02	19.28	14.02	18.15	16.39	16.51
Minor Urban	4	26	2084.66	3331.00	3297.90	3331.00	2654.00	2802.00
Rural	-	3	2901.04	3800.08	2901.04	3800.08	3282.00	3327.71
(Part-time)	1	3	11.93	18.51	11.93	18.51	14.49	14.85

Certified Nursing Assistant - 3134-110

Performs any combination of duties as directed to give nursing care to selected patients in hospitals such as, taking and recording temperature, pulse, respiration and blood pressure; assisting with the admission and discharge of patients; serving nutrients, making beds.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	25	1055	1368.90	2329.15	1715.67	2268.50	2067.47	2028.43
Union	22	1007	1368.90	2329.15	1715.67	2268.50	2067.47	2035.58
Non-union	3	48	1679.28	2268.50	1679.28	2122.25	1826.00	1884.19

Certified Nursing Assistant (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Male	25	-	1776.04	2268.50	1776.33	2268.50	1982.76	1999.18
Union	22	-	1776.04	2268.50	1824.61	2268.50	2013.17	2029.57
Female	-	1055	1368.90	2329.15	1753.38	2268.50	2067.47	2029.12
Union	-	1007	1368.90	2329.15	1725.85	2268.50	2067.47	2035.71
Non-union	-	48	1679.28	2268.50	1776.33	2122.25	1926.00	1890.94
All Employees (Part-time)	12	1011	7.80	13.61	9.69	13.09	11.93	11.76
Union	12	930	7.80	13.09	9.84	13.09	11.93	11.81
Non-union	-	81	9.19	13.61	9.57	13.07	11.22	11.19
Male Union	12	-	7.80	12.71	7.80	12.51	10.65	10.51
Female	-	1011	7.80	13.61	9.84	13.09	11.93	11.78
Union	-	930	7.80	13.09	9.84	13.09	11.93	11.83
Non-union	-	81	9.19	13.61	9.57	13.07	11.22	11.19
Industry Data								
Health & Educ.	25	1033	1368.90	2329.15	1720.88	2268.50	2067.47	2029.05
(Part-time)	12	1002	7.80	13.61	9.84	13.09	11.93	11.78
Firm Size Data								
20 - 49	4	187	1368.90	2329.15	1776.33	2268.50	1938.63	1951.60
(Part-time)	1	294	9.19	13.09	9.83	13.09	11.93	11.59
50 - 99	2	194	1376.70	2268.50	1705.27	2266.76	1823.25	1862.14
(Part-time)	5	225	7.80	13.61	7.80	13.09	10.65	10.79
100 - 399	7	319	1720.88	2322.22	1813.50	2268.50	2067.47	2057.24
(Part-time)	2	272	10.59	13.09	10.85	13.09	12.52	12.28
400 Plus	12	347	1679.28	2268.50	1824.61	2268.50	2119.27	2139.53
(Part-time)	4	209	9.19	13.09	10.81	13.09	12.71	12.49
Geographic Area Data								
Regina	4	219	1376.70	2268.50	1823.25	2268.50	2202.64	2120.13
(Part-time)	2	52	9.19	13.61	9.43	13.09	13.09	12.24
Saskatoon	9	230	1679.28	2119.27	1720.88	2119.27	1872.00	1935.73
(Part-time)	3	214	9.19	13.09	10.59	13.09	12.32	11.90
Major Urban	6	240	1660.21	2268.50	1705.27	2268.50	2067.47	2036.44
(Part-time)	5	238	7.80	13.09	7.80	13.09	11.31	11.19
Minor Urban	1	110	1824.85	2322.22	1824.85	2268.50	2268.50	2162.36
(Part-time)	1	111	9.94	13.09	11.50	13.09	13.09	12.89
Rural	5	256	1368.90	2329.15	1705.27	2268.50	1938.63	1970.44
(Part-time)	1	396	8.87	13.09	9.94	13.09	11.93	11.71

Graduate Nurse - 3131-130

Nurses who have graduated from schools of nursing but are not yet registered with the Saskatchewan Registered Nurses' Association. Duties are generally the same as for registered nurses.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	1	25	2272.92	2524.98	2272.92	2524.98	2272.92	2367.05
Female Union	-	25	2272.92	2524.98	2272.92	2524.98	2272.92	2367.55
All Employees (Part-time)	-	58	9.19	14.57	14.57	14.57	14.57	14.45
Union	-	57	9.19	14.57	14.57	14.57	14.57	14.45

Graduate Nurse (continued)

(Monthly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Health & Educ.	1	25	2272.92	2524.98	2272.92	2524.98	2272.92	2367.05
(Part-time)	-	58	9.19	14.57	14.57	14.57	14.57	14.45
	Firm Size Data							
20 - 49								
(Part-time)	-	6	9.19	14.57	13.43	14.57	14.57	13.27
100 - 399								
(Part-time)	-	7	14.28	14.57	14.57	14.57	14.57	14.53
400 Plus	1	24	2272.92	2524.98	2272.92	2524.98	2272.92	2360.73
(Part-time)	-	45	14.57	14.57	14.57	14.57	14.57	14.57
	Geographic Area Data							
Regina								
(Part-time)	-	16	9.19	14.57	14.57	14.57	14.57	14.23
Minor Urban								
(Part-time)	-	7	14.57	14.57	14.57	14.57	14.57	14.57
Rural								
(Part-time)	-	4	13.43	14.57	13.43	14.57	14.57	14.29

Orderly, Uncertified - 3135-114

Duties similar to Orderly, Certified but has not completed a formal course of instruction sufficient to qualify for certification.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	86	95	1722.60	2305.46	1854.00	1968.00	1824.85	1972.74
Union	85	71	1722.60	2305.46	1854.00	1968.00	2268.50	1997.06
Male	86	-	1722.60	2305.46	1824.85	2268.50	2119.27	2062.17
Union	85	-	1722.60	2305.46	1824.85	2268.50	2119.27	2065.53
Female	-	95	1776.33	2298.00	1824.85	1968.00	1854.00	1891.78
Union	-	71	1805.00	2298.00	1824.85	1968.00	1968.00	1915.09
All Employees								
(Part-time)	15	75	9.49	13.09	10.53	11.60	9.94	10.33
Union	15	30	9.49	13.09	9.94	11.93	9.94	10.88
Male								
Union	15	-	9.49	13.09	9.94	13.09	10.25	10.98
Female	-	75	9.49	12.20	9.49	11.93	9.94	10.21
Union	-	30	9.49	12.20	9.94	11.93	10.53	10.83
	Industry Data							
Health & Educ.	59	45	1722.60	2305.46	1824.85	1824.85	2268.50	1992.95
(Part-time)	15	69	9.49	13.09	10.53	11.27	9.49	10.26
	Firm Size Data							
20 - 49	1	7	1825.00	2268.50	1825.00	1825.00	1825.00	1910.75
(Part-time)	-	17	9.49	11.93	9.49	11.93	11.27	11.02
50 - 99	3	14	1722.60	2183.58	1824.85	2183.58	1824.85	1881.04
100 - 399	12	24	1776.33	2268.50	1824.85	2202.64	1824.85	1942.89
400 Plus	70	50	1776.33	2305.46	1824.85	1968.00	2266.76	2001.65
(Part-time)	12	6	9.49	13.09	9.94	11.60	10.53	10.83

Orderly, Uncertified (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Regina	49	50	1776.33	2298.00	1824.85	1968.00	1805.00	1947.75
(Part-time)	12	6	9.49	13.09	9.94	11.60	10.53	10.83
Major Urban	20	-	2135.06	2268.50	2202.64	2268.50	2266.76	2250.91
Minor Urban	4	24	1776.33	2268.50	1824.85	2268.50	1824.85	1858.71
Rural	4	21	1722.60	2268.50	1825.00	2268.50	1824.85	1880.27
(Part-time)	3	24	9.49	13.08	9.49	11.93	10.25	10.91

Orderly, Certified - 3135-114

Helps with care of selected patients in hospitals by performing any combination of duties as directed by medical and nursing staff. Has successfully completed a course of instruction and has had at least 24 months of combined training and experience.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	20	-	2122.93	2963.43	2268.50	2268.50	2268.50	2288.69
Union	19	-	2122.93	2268.50	2268.50	2268.50	2268.50	2263.18
Industry Data								
Health & Educ.	20	-	2122.93	2963.43	2268.50	2268.50	2268.50	2288.69
Firm Size Data								
100 - 399	6	-	2268.50	2963.43	2268.50	2268.50	2268.50	2384.32
400 Plus	14	-	2122.93	2268.50	2122.93	2268.50	2268.50	2247.70
Geographic Area Data								
Minor Urban	3	-	2268.50	2963.43	2268.50	2963.43	2268.50	2500.14

Speech/Language Pathologist - 3137-114

Diagnoses and treats speech, language and voice problems, and performs related research. Plans, directs, or conducts remedial programs designed to restore or improve communicative efficiency. Provides counselling to families and teachers of speech and language-handicapped individuals.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	4	51	2333.33	3620.00	2382.00	3620.00	2769.00	2992.08
Non-union	-	5	2333.33	3370.00	2583.33	3370.00	3087.00	2892.13
Female	-	51	2333.33	3620.00	2573.00	3620.00	2769.00	2980.09
Non-union	-	5	2333.33	3370.00	2583.33	3370.00	3087.00	2892.13
All Employees								
(Part-time)	-	9	16.11	22.38	16.75	21.02	17.12	18.25
Union	-	8	16.11	22.38	17.12	21.02	17.12	18.44
Industry Data								
Health & Educ.	-	5	2541.00	3525.00	3087.00	3525.00	3087.00	3122.00
(Part-time)	-	3	16.11	21.02	16.11	21.02	16.75	17.96

Speech/Language Pathologist (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
50 - 99	-	5	2333.33	3525.00	2541.00	3525.00	2583.33	2870.53
400 Plus (Part-time)	-	8	16.11	22.38	17.12	21.02	17.12	18.44
Geographic Area Data								
Saskatoon (Part-time)	-	3	16.11	21.02	16.11	21.02	16.75	17.96

Occupational Therapist - 3137-118

Plans and carries out specific treatment programs on medical referral to rehabilitate physically and mentally disabled persons using normal activities such as, work, education and recreation.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	2	15	2606.50	3430.00	2606.50	3011.95	2712.13	2896.73
Union	-	4	2639.00	3011.95	2639.00	3011.95	2881.27	2853.37
Non-union	2	11	2606.50	3430.00	3176.88	3334.29	2712.13	2910.07
Female	-	15	2606.50	3430.00	2606.50	3176.88	2837.00	2852.36
Union	-	4	2639.00	3011.95	2639.00	3011.95	2881.27	2853.37
Non-union	-	11	2606.50	3430.00	2606.50	3176.88	2712.13	2851.99
All Employees (Part-time)								
Non-union	1	7	17.38	20.37	17.38	19.65	18.89	18.87
Female								
Non-union	-	7	17.38	20.37	18.07	19.65	18.89	18.99
Industry Data								
Health & Educ.	2	14	2606.50	3430.00	2606.50	3011.95	2712.13	2900.46
(Part-time)	1	7	17.38	20.37	17.38	19.65	18.89	18.87
Firm Size Data								
100 - 399	2	8	2606.50	3334.29	2936.38	3334.29	2675.57	2905.25
400 Plus	-	7	2606.50	3430.00	2606.50	3011.95	2837.00	2875.66
Geographic Area Data								
Regina	-	3	2837.00	3011.95	2837.00	3011.95	2925.53	2924.83
Saskatoon	-	10	2606.50	3176.88	2606.50	2936.38	2712.13	2794.19

Physiotherapist - 3137-122

Plans and carries out programs of physical treatment as directed by physician to rehabilitate injured or disabled persons. Directs and aids patients individually or in groups using equipment such as, ramps, steps and tractions. Keeps records of treatments given, patient's response and progress.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	13	56	2395.00	3911.38	3043.72	3441.99	2842.00	3005.39
Union	9	23	2395.00	3546.17	2740.00	3258.04	2594.47	2863.90
Non-union	4	33	2577.25	3911.38	2577.25	3441.99	3055.00	3127.76
Male	13	-	2473.00	3911.38	2502.00	3523.19	2936.38	3006.44
Union	9	-	2473.00	3523.19	2502.00	3131.53	2813.82	2838.12
Non-union	4	-	2936.38	3911.38	2936.38	3911.38	3346.45	3385.17

Physiotherapist (continued)

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female	-	56	2395.00	3812.60	2577.25	3441.99	2987.23	3006.18
Union	-	23	2395.00	3546.17	2502.00	3291.79	2837.00	2873.99
Non-union	-	33	2577.25	3812.60	2606.50	3469.38	3171.62	3096.56
All Employees								
(Part-time)	1	32	15.16	21.26	16.04	20.33	18.76	18.34
Union	1	16	15.16	21.26	15.68	19.59	18.79	18.10
Non-union	-	16	16.75	20.37	17.38	19.96	18.74	18.58
Female	-	32	15.16	21.26	16.69	20.33	18.76	18.41
Union	-	16	15.16	21.26	16.04	19.59	18.80	18.23
Non-union	-	16	16.75	20.37	17.38	19.96	18.74	18.58
Industry Data								
Health & Educ.	9	47	2577.25	3911.38	3395.00	3441.99	2987.23	3102.56
(Part-time)	1	30	16.04	21.26	16.75	20.33	18.76	18.52
Firm Size Data								
100 - 399	1	17	2606.50	3746.75	2606.50	3469.38	2990.27	3054.90
(Part-time)	-	7	16.75	19.55	17.38	18.80	18.01	18.10
400 Plus	10	34	2395.00	3911.38	2813.82	3441.99	2822.81	2974.79
(Part-time)	1	22	15.16	21.26	15.68	20.37	18.79	18.41
Geographic Area Data								
Regina	7	24	2395.00	3812.60	2740.00	3469.38	2837.00	3027.59
(Part-time)	-	13	15.16	21.26	15.68	20.37	18.80	18.60
Saskatoon	4	14	2592.06	3291.79	2936.38	3164.13	2755.36	2896.32
(Part-time)	1	9	16.04	19.55	16.04	19.55	18.07	18.04
Major Urban	1	7	2577.25	3911.38	2577.25	3258.04	2906.80	3100.06
(Part-time)	-	9	17.36	20.37	17.38	19.96	18.01	18.48
Minor Urban	1	11	2606.50	3746.75	2606.50	3430.00	2910.59	3048.56

Recreational Therapist - 3139-114

Assists in planning, organizing and directing programs to provide patients with recreational activities as an aid to rehabilitation.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	12	31	1645.00	3157.53	1992.95	2502.00	1860.63	2162.87
Union	10	22	1645.00	2804.00	1991.22	2269.34	1825.43	2076.01
Non-union	2	9	1823.12	3157.53	2871.58	3157.53	2126.39	2415.55
Male	12	-	1805.79	3157.53	1862.98	2804.00	2139.14	2271.78
Union	10	-	1805.79	2804.00	1862.98	2573.00	2139.14	2211.09
Female	-	31	1645.00	3014.00	1823.12	2594.00	1992.25	2120.71
Union	-	22	1645.00	2594.00	1813.50	2318.41	1941.80	2014.61
Non-union	-	9	1823.12	3014.00	1860.63	2871.58	2348.13	2380.06
All Employees								
(Part-time)	5	18	8.87	13.92	10.36	11.84	10.34	10.73
Union	5	14	8.87	13.92	10.36	11.84	10.34	10.83
Male								
Union	5	-	10.34	11.88	10.36	11.88	10.36	10.92
Female	-	18	8.87	13.92	9.49	11.84	10.53	10.71
Union	-	14	8.87	13.92	8.87	11.88	10.80	10.83
Industry Data								
Health & Educ.	12	31	1645.00	3157.53	1992.95	2502.00	1860.63	2162.87
(Part-time)	5	18	8.87	13.92	10.36	11.84	10.34	10.73

Recreational Therapist (continued)

(Monthly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
20 - 49	2	11	1645.00	3014.00	1992.95	2269.34	1826.00	1998.12
(Part-time)	-	7	9.69	11.76	10.34	11.22	10.68	10.71
50 - 99	3	7	1805.79	2762.00	1962.98	1992.25	1995.57	2041.84
(Part-time)	1	6	8.87	11.88	8.87	11.22	10.12	10.42
100 - 399	3	8	1824.85	3157.53	2338.38	2500.72	1992.95	2276.26
400 Plus	4	5	2119.27	2804.00	2159.00	2502.00	2202.64	2394.61
Geographic Area Data								
Regina	-	3	1813.50	2348.13	1813.50	2348.13	2202.64	2121.42
Saskatoon	3	6	1826.00	3157.53	2119.27	2500.72	1930.50	2239.43
(Part-time)	2	3	10.34	13.92	11.88	13.92	10.34	11.67
Major Urban	5	2	1805.79	2762.00	1962.98	2502.00	2538.71	2336.69
Minor Urban	3	5	1824.85	2804.00	2159.00	2318.41	1824.85	2181.07
Rural	1	13	1645.00	3014.00	1645.00	2269.34	1906.86	2013.29
(Part-time)	-	10	9.69	11.76	10.12	11.22	10.53	10.65

Ambulance Attendant - 3139-130

Gives emergency care to sick and injured persons at the scene of accident or illness and during transport to hospital.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	13	9	9.00	10.00	9.00	10.00	10.00	9.55
Male Non-union	13	-	9.00	10.00	9.00	10.00	9.00	9.31
Female Non-union	-	9	9.00	10.00	10.00	10.00	10.00	9.89
Industry Data								
Health & Educ. (Part-time)	13	9	9.00	10.00	9.00	10.00	10.00	9.55
Firm Size Data								
1 - 19 (Part-time)	13	9	9.00	10.00	9.00	10.00	10.00	9.55
Geographic Area Data								
Rural (Part-time)	13	9	9.00	10.00	9.00	10.00	10.00	9.55

Physiotherapy Aide - 3139-134

Helps patients in dressing, undressing and moving about using wheelchairs, cars and stretchers. Sets up and assembles equipment such as, hydrotherapy tanks, vibrators and other electrical and mechanical apparatus.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	36	1776.13	2268.50	2082.03	2082.03	1951.36	1979.78
Union	6	35	1776.13	2268.50	2082.03	2082.03	1951.36	1982.58
Male Union	6	-	2006.86	2173.00	2039.94	2082.03	2082.03	2077.66
Female	-	36	1776.13	2268.50	1824.61	2082.03	1953.09	1962.31
Union	-	35	1776.13	2268.50	1824.61	2173.00	1953.09	1966.28

Physiotherapy Aide (continued)

(Monthly Rates) — Provincial Data

	No. of Employees Male	Female	100% Range Low	High	80% Range Low	High	Median	Mean
All Employees								
(Part-time)	1	37	9.29	12.35	10.66	12.35	11.27	11.34
Union	1	36	9.29	12.35	10.66	12.35	11.27	11.34
Female	-	37	9.29	12.35	10.66	12.35	11.27	11.32
Union	-	36	9.29	12.35	10.66	12.35	11.27	11.32
Industry Data								
Health & Educ.	6	36	1176.13	2268.50	2082.03	2082.03	1951.36	1979.79
(Part-time)	1	37	9.29	12.35	10.66	12.35	11.27	11.34
Firm Size Data								
100 - 399	4	18	1776.13	2268.50	2082.03	2082.03	1953.09	2000.09
(Part-time)	-	16	10.66	12.35	10.97	12.35	11.43	11.61
400 Plus	2	15	1821.23	2173.00	1821.23	2173.00	1951.36	1968.04
(Part-time)	-	19	10.66	11.27	11.27	11.27	11.27	11.23
Geographic Area Data								
Regina	-	6	1824.61	1953.09	1824.61	1824.86	1824.73	1848.10
Saskatoon	1	7	1776.13	2039.94	1776.13	1930.50	1925.63	1917.73
(Part-time)	1	4	10.66	11.88	10.66	11.88	11.27	11.39
Major Urban	2	13	1951.36	2268.50	1951.36	2173.00	1953.09	2046.87
(Part-time)	-	15	9.29	12.35	10.66	12.35	11.57	11.42
Minor Urban	3	9	1824.61	2082.03	2082.03	2082.03	1953.09	2013.68

Emergency Medical Technician - 3139-190

Attends to needs of accident victims at scene of accident or in ambulance. Are graduates of EMT course.

(Monthly Rates) — Provincial Data

	No. of Employees Male	Female	100% Range Low	High	80% Range Low	High	Median	Mean
All Employees								
(Full-time)	5	2	1400.00	2000.00	1550.00	1750.00	1750.00	1707.14
Male								
Non-union	5	-	1400.00	2000.00	1750.00	2000.00	1750.00	1780.00
All Employees								
(Part-time)								
Non-union	6	6	5.00	13.50	10.00	12.00	9.25	11.33
Male								
Non-union	6	-	10.00	13.50	10.00	12.00	12.00	11.58
Female								
Non-union	-	6	5.00	13.50	12.00	12.00	12.00	11.08
Industry Data								
Health & Educ.	5	2	1400.00	2000.00	1550.00	1750.00	1750.00	1707.14
(Part-time)	6	6	5.00	13.50	10.00	12.00	9.25	11.33
Firm Size Data								
1 - 19	5	2	1400.00	2000.00	1550.00	1750.00	1750.00	1707.14
(Part-time)	6	6	5.00	13.50	10.00	12.00	9.25	11.33
Geographic Area Data								
Rural	5	2	1400.00	2000.00	1550.00	1750.00	1750.00	1707.14
(Part-time)	6	6	5.00	13.50	10.00	12.00	9.25	11.33

Pharmacist, Hospital - 3151-110

Graduates of a four-year Bachelor's, Master's or Ph.D. program in Pharmacy. A pharmacist compounds and dispenses prescribed pharmaceuticals and related preparations.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	89	80	2747.00	4432.00	2980.00	3660.10	3880.19	3359.78
Union	38	30	2747.00	4117.61	2982.20	3624.94	3624.94	3332.18
Non-union	51	50	2883.00	4432.00	2980.00	3674.00	4432.00	3378.37
Male	89	-	2839.00	4432.00	2930.00	3748.00	3242.00	3340.00
Union	38	-	2839.00	3880.19	2930.00	3624.94	3242.00	3246.78
Non-union	51	-	2883.00	4432.00	2924.00	3758.00	3484.00	3409.45
Female	-	80	2747.00	4117.61	2952.00	3748.00	3360.25	3381.80
Union	-	30	2747.00	4117.61	3080.96	3880.19	3498.66	3440.35
Non-union	-	50	2883.00	3900.00	2952.00	3748.00	3346.50	3346.67
All Employees (Part-time)	3	20	16.25	22.39	20.68	22.39	21.61	20.70
Union	1	14	19.03	22.39	19.93	22.39	22.39	21.78
Non-union	2	6	16.25	20.68	19.48	20.35	18.05	18.67
Male	3	-	16.25	20.68	16.25	20.68	20.35	19.09
Female	-	20	17.70	22.39	18.07	22.39	22.00	20.94
Union	-	14	19.03	22.39	19.93	22.39	22.39	21.86
Non-union	-	6	17.70	20.68	18.03	19.48	18.45	18.80
Industry Data								
Health & Educ.	30	33	2976.67	4117.61	3220.69	3772.74	3007.88	3492.77
(Part-time)	3	19	16.25	22.39	20.68	22.39	21.81	20.82
Firm Size Data								
100 - 399	6	3	3007.88	3959.91	3290.63	3502.80	3542.50	3451.30
(Part-time)	1	3	16.25	20.68	16.25	20.68	17.87	18.17
400 Plus	81	76	2747.00	4432.00	2976.67	3650.00	3880.19	3347.66
(Part-time)	1	16	18.07	22.39	19.03	22.39	22.39	21.43
Geographic Area Data								
Regina	69	65	2747.00	4432.00	2952.00	3721.00	3880.19	3342.36
(Part-time)	-	11	18.07	22.39	21.61	22.39	22.39	21.86
Saskatoon (Part-time)	1	5	19.03	22.39	19.03	22.39	20.31	20.85
Major Urban	6	4	2993.25	4010.50	3238.63	3636.75	3985.21	3531.51
Minor Urban	5	3	3007.88	3772.74	3297.90	3502.80	3533.75	3417.02
Rural	3	1	3290.63	3861.00	3290.63	3660.10	3749.69	3612.53

Pharmacist, Retail - 3151-118

Compounds and dispenses specific amounts of drugs and medicines for sale in a retail outlet.

(Monthly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	46	27	1560.00	4767.50	3119.40	3473.60	3791.67	3359.22
Non-union	44	27	1560.00	4767.50	3119.40	3473.60	3791.67	3359.95
Male	46	-	1560.00	4767.50	2916.67	4218.50	3529.07	3438.53
Non-union	44	-	1560.00	4767.50	2079.60	4280.70	3529.07	3443.31
All Employees (Part-time)								
Non-union	12	36	15.50	24.50	19.55	20.30	18.93	19.43

Pharmacist, Retail (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Male								
Non-union	12	-	15.50	24.50	18.00	22.00	19.78	19.80
Female								
Non-union	-	36	16.00	22.50	17.80	20.50	19.00	19.30
Industry Data								
Retail	30	14	1560.00	4767.50	2079.60	3466.00	3770.84	3241.93
(Part-time)	3	8	18.50	22.50	21.00	22.00	20.00	20.70
Firm Size Data								
1 - 19	27	14	1600.00	4767.50	3119.40	3466.00	3791.67	3361.10
(Part-time)	3	8	18.50	22.50	21.00	22.00	20.00	20.70
Geographic Area Data								
Regina	20	14	2079.60	4334.00	3386.93	3539.47	3955.25	3485.74
(Part-time)	10	31	15.50	24.50	19.25	20.30	18.85	19.15
Major Urban	11	9	1560.00	4000.00	1680.00	3570.00	3750.00	3018.23
Minor Urban	5	1	2916.88	4280.70	3292.70	4280.70	3791.67	3503.29
Rural	8	1	2916.67	4767.50	3600.00	4767.50	3750.00	3798.40
(Part-time)	2	2	21.00	22.50	21.00	22.50	21.50	21.63

Dietitian - 3152-122

Plans and supervises food services programs in hospitals and other establishments to ensure proper nutrition.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	2	34	2328.12	3759.00	2492.05	3482.00	2969.39	2974.82
Union	2	20	2328.12	3620.00	2328.12	3482.00	2962.77	2971.86
Non-union	-	14	2475.45	3759.00	2508.00	3436.88	3012.76	2979.46
Female	-	34	2328.12	3759.00	2508.00	3482.00	2987.05	2990.17
Union	-	20	2328.12	3620.00	2753.92	3482.00	2969.39	2997.66
Non-union	-	14	2475.45	3759.00	2508.00	3436.88	3012.76	2979.46
All Employees								
(Part-time)	-	13	15.29	18.98	15.85	18.98	17.01	17.07
Union	-	5	15.85	18.98	16.42	18.98	17.01	17.45
Non-union	-	8	15.29	17.70	15.98	17.70	16.95	16.83
Female	-	13	15.29	18.98	15.85	18.98	17.01	17.07
Union	-	5	15.85	18.98	16.42	18.98	17.01	17.45
Non-union	-	8	15.29	17.70	15.98	17.70	16.95	16.83
Industry Data								
Health & Educ.	2	27	2328.12	3759.00	2475.45	3215.88	2796.00	2887.46
(Part-time)	-	13	15.29	18.98	15.85	18.98	17.01	17.07
Firm Size Data								
100 - 399	-	7	2508.00	3436.88	2753.92	3081.00	2998.09	2943.04
(Part-time)	-	3	15.85	17.64	15.85	17.64	17.39	16.96
400 Plus	2	27	2328.12	3759.00	2475.45	3482.00	2962.77	2982.49
(Part-time)	-	10	15.29	18.98	15.98	18.98	16.76	17.10

Dietitian (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	2	22	2328.12	3620.00	2328.12	3482.00	2904.18	2949.98
(Part-time)	-	6	15.29	18.98	16.42	18.98	16.48	17.10
Saskatoon								
(Part-time)	-	3	15.98	17.64	15.98	17.64	17.01	16.88
Minor Urban	-	5	2753.92	3759.00	2998.09	3759.00	3027.42	3123.89

Radiological Technician/Radiographer - 3155-016

Operates equipment with which radiographs are taken to demonstrate the anatomical structure of the body as a visual aid to the radiologist in the diagnosis of illness or injury. Treats diseases by means of ionizing radiations. Processes films and prepares them for interpretation by radiologist.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	43	53	2092.72	3762.34	2729.42	3079.34	2405.83	2917.01
Union	42	51	2092.72	3762.34	2654.96	3079.34	2405.83	2912.62
Male	43	-	2092.72	3762.34	2405.83	3349.89	3013.69	2968.76
Union	42	-	2092.72	3762.34	2405.83	3349.89	3013.69	2968.18
Female	-	53	2329.74	3742.38	2405.83	3272.00	2825.88	2875.03
Union	-	51	2329.74	3742.38	2405.83	3272.00	2815.44	2866.87
All Employees								
(Part-time)	3	31	13.31	17.94	13.31	17.39	15.09	15.66
Union	3	28	13.31	17.94	13.31	17.39	15.09	15.62
Female	-	31	13.31	17.94	14.39	17.39	15.32	15.72
Union	-	28	13.31	17.94	14.39	17.39	15.21	15.68
Industry Data								
Health & Educ.	43	53	2092.72	3762.34	2729.42	3079.34	2405.83	2917.01
(Part-time)	3	31	13.31	17.94	13.31	17.39	15.09	15.66
Firm Size Data								
20 - 49								
(Part-time)	-	4	13.52	15.32	13.52	15.32	14.31	14.37
50 - 99	3	5	2343.02	3171.39	3013.69	3109.00	2696.44	2895.70
(Part-time)	-	6	14.86	17.39	15.09	16.36	15.09	15.65
100 - 399	9	11	2343.02	3265.94	2985.44	3013.69	2544.92	2922.36
(Part-time)	-	8	14.39	17.39	14.39	17.39	17.27	16.55
400 Plus	30	36	2092.72	3762.34	2729.42	3079.34	2403.61	2915.05
(Part-time)	3	12	14.39	17.94	15.85	17.94	14.86	15.69
Geographic Area Data								
Regina	16	20	2329.74	3762.34	2815.44	3272.00	2523.66	2980.60
(Part-time)	3	4	14.39	17.94	14.86	17.39	15.32	15.90
Major Urban	4	11	2368.00	3742.38	3013.69	3013.69	3013.69	2988.26
Minor Urban	10	8	2343.02	3265.94	2654.96	3013.69	3202.59	2884.85
(Part-time)	-	9	14.39	17.39	14.39	17.39	15.09	15.96
Rural	3	5	2825.88	3109.00	3013.69	3109.00	2919.79	3013.10
(Part-time)	-	8	13.31	17.39	13.52	16.36	14.98	14.92

Medical Laboratory Technologist - 3156-122

Performs a variety of medical laboratory tests and procedures, experiments and analyses for the diagnosis, treatment and prevention of disease.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	305	2093.00	3895.78	2226.00	3195.65	2815.44	2823.75
Union	26	279	2093.00	3895.78	2226.00	3195.65	2815.44	2816.79
Non-union	5	26	2478.65	3365.38	3077.75	3172.00	2825.88	2892.23
Male	31	-	2329.74	3895.78	2390.00	3404.48	2927.04	2882.93
Union	26	-	2329.74	3895.78	2390.00	3404.48	2871.24	2866.84
Female	-	305	2093.00	3895.78	2390.00	3195.65	2815.44	2817.73
Union	-	279	2093.00	3895.78	2390.00	3195.65	2815.44	2812.12
Non-union	-	26	2478.65	3260.94	2643.88	3077.75	2951.00	2877.93
All Employees (Part-time)	7	149	10.00	18.94	13.76	17.39	15.85	15.78
Union	7	118	10.00	18.44	13.76	17.39	15.58	15.61
Non-union	-	31	12.88	18.94	14.31	18.38	16.83	16.47
Male	7	-	11.40	15.32	11.73	14.86	14.39	13.69
Female	-	149	10.00	18.94	14.27	17.39	15.85	15.88
Union	-	118	10.00	18.44	13.76	17.39	15.85	15.73
Industry Data								
Health & Educ.	26	251	2098.22	3895.78	2329.74	3195.65	2835.19	2912.31
(Part-time)	3	126	10.00	18.94	14.39	17.39	16.36	16.15
Firm Size Data								
20 - 49	1	4	2411.99	3077.81	2411.99	2864.13	2746.81	2785.32
(Part-time)	-	12	13.52	17.76	14.39	17.39	15.32	15.56
50 - 99	5	25	2575.24	3661.95	3109.00	3365.38	3013.69	2996.66
(Part-time)	-	19	10.00	18.94	14.39	17.39	15.85	15.71
100 - 399	-	39	2388.36	3502.39	2493.79	3233.78	3013.69	2904.08
(Part-time)	1	20	14.39	17.39	14.39	17.39	16.89	16.26
400 Plus	25	237	2093.00	3895.78	2098.22	3195.65	2746.81	2792.73
(Part-time)	6	98	11.40	18.44	13.76	17.61	15.78	15.73
Geographic Area Data								
Regina	25	168	2093.00	3895.78	3195.65	3195.65	2620.00	2761.22
(Part-time)	6	54	11.40	18.94	11.40	17.39	15.09	15.32
Major Urban	-	40	2552.00	3563.63	2927.04	3323.89	3013.69	3046.13
(Part-time)	-	19	14.85	17.39	15.31	17.39	16.36	16.39
Minor Urban	1	34	2478.65	3352.68	2559.00	3109.00	2985.44	2904.26
(Part-time)	1	17	14.39	17.39	14.39	17.39	16.89	16.30
Rural	2	21	2388.36	3661.95	2388.36	3109.00	2825.88	2895.46
(Part-time)	-	25	10.00	17.76	14.39	17.39	15.32	15.43

Dental Hygienist - 3157-110

Carries out dental prophylactic treatments and instructs groups and individuals in care of teeth and mouth. May expose, process, and mount x-ray films.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	-	8	2550.00	3660.00	2662.08	3484.00	2787.00	3020.99

Dental Hygienist (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Part-time) Non-union	-	11	13.19	26.40	20.14	26.40	21.50	22.30
Industry Data								
Health & Educ.	-	8	2550.00	3660.00	2662.08	3484.00	2787.00	3020.99
(Part-time)	-	11	13.19	26.40	20.14	26.40	21.50	22.30
Firm Size Data								
1 - 19	-	8	2550.00	3660.00	2662.08	3484.00	2787.00	3020.99
(Part-time)	-	11	13.19	26.40	20.14	26.40	21.50	22.30
Geographic Area Data								
Regina	-	5	2550.00	3660.00	2770.00	3660.00	2800.00	3052.80
(Part-time)	-	9	21.00	26.40	21.00	26.40	24.90	23.56

Denturist - 3157-126

Graduates of a school of denturist technology and approved by the Denturist Society of Saskatchewan. Designs, constructs, fits and repairs dentures.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	6	1	1500.00	3034.00	1605.00	3034.00	2500.00	2270.26
Male Non-union	6	-	1500.00	3034.00	1605.00	3000.00	2314.50	2294.67
Industry Data								
Health & Educ.	6	1	1500.00	3034.00	1605.00	3034.00	2500.00	2270.26
Firm Size Data								
1 - 19	6	1	1500.00	3034.00	1605.00	3034.00	2500.00	2270.26

Dental Assistant, Certified - 3157-114

Assists dentists in the care and treatment of patients. Keeps oral operating area clear during dental procedure by using suction devices, water sprays, cotton rolls and holders, and by retraction of cheek and tongue. Possesses certificate of qualification as a dental assistant issued by the College of Dental Surgeons of Saskatchewan.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Non-union	-	33	1200.00	2620.30	1366.00	1900.00	1600.00	1643.46
All Employees (Part-time) Non-union	-	11	9.56	16.00	10.00	14.00	11.08	11.95

Dental Assistant, Certified (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Health & Educ.	-	33	1200.00	2620.30	1366.00	1900.00	1600.00	1643.46
(Part-time)	-	11	9.56	16.00	10.00	14.00	11.08	11.95
Firm Size Data								
1 - 19	-	32	1200.00	2620.30	1366.00	1900.00	1610.00	1644.82
(Part-time)	-	10	9.56	16.00	10.00	14.00	11.48	12.07
Geographic Area Data								
Regina	-	14	1260.00	2620.30	1350.00	1900.00	1628.00	1687.10
Saskatoon	-	7	1425.12	1667.40	1425.12	1600.00	1575.00	1531.11
Rural	-	6	1200.00	1855.29	1366.00	1737.91	1668.96	1582.85

Dental Assistant, Uncertified - 3157-114

Duties generally the same as Dental Assistant, Certified but does not hold a certificate of qualification from the College of Dental Surgeons of Saskatchewan.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	-	7	1300.00	1800.00	1400.00	1733.33	1644.00	1601.93
Non-union	-	5	1300.00	1800.00	1400.00	1800.00	1606.15	1567.90
All Employees								
(Part-time)								
Non-union	-	7	6.00	14.29	6.25	13.25	10.00	9.90
Industry Data								
Health & Educ.	-	5	1300.00	1800.00	1400.00	1800.00	1606.15	1567.90
(Part-time)	-	7	6.00	14.29	6.25	13.25	10.00	9.90
Firm Size Data								
1 - 19	-	5	1300.00	1800.00	1400.00	1800.00	1606.15	1567.90
(Part-time)	-	6	6.00	13.25	6.25	11.08	9.22	9.17
Geographic Area Data								
Rural	-	3	8.44	14.29	8.44	14.29	11.08	11.27

Dental Therapist - 3157-111

Graduates of a 2 year dental therapy program. Perform dental work such as drilling, filling, cleaning and polishing teeth, under the direction of a dentist.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Part-time)	1	3	16.50	17.40	16.50	17.40	16.50	16.73

Dental Therapist (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Health & Educ. (Part-time)	1	3	16.50	17.40	16.50	17.40	16.50	16.73
Firm Size Data								
1 - 19 (Part-time)	1	3	16.50	17.40	16.50	17.40	16.50	16.73

Respiratory Therapist - 3159-134

Administers oxygen therapy treatments to patients, as prescribed by a physician and according to administrative policies.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	7	17	2244.24	3115.93	2736.11	3017.15	2557.58	2768.10
Union	7	16	2244.24	3115.93	2736.11	3017.15	2480.31	2761.63
Male Union	7	-	2405.83	3073.63	2654.96	3013.69	2904.49	2828.91
Female	-	17	2244.24	3115.93	2405.83	3017.15	2810.22	2743.06
Union	-	16	2244.24	3115.93	2405.83	3017.15	2810.22	2732.20
All Employees (Part-time) Union	-	3	17.14	17.39	17.14	17.39	17.39	17.31
Industry Data								
Health & Educ.	7	17	2244.24	3115.93	2736.11	3017.15	2557.58	2768.10
(Part-time)	-	3	17.14	17.39	17.14	17.39	17.39	17.31
Firm Size Data								
400 Plus	7	16	2244.24	3073.63	2736.11	3013.69	2480.31	2752.98
(Part-time)	-	3	17.14	17.39	17.14	17.39	17.39	17.31
Geographic Area Data								
Regina	6	10	2244.24	3013.69	2736.11	2815.44	2405.83	2699.56
Major Urban	-	4	2916.88	3115.93	2916.88	3115.93	3017.15	3016.78

Nuclear Medicine Technician - 3155-110

Graduates of a 2 or 3 year Nuclear Medicine Technology program. Personnel working in the nuclear medicine field other than physicians.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	4	10	2329.74	3191.05	2480.31	2904.49	2534.52	2633.53
Male Union	4	-	2405.83	2648.68	2405.83	2648.68	2487.05	2507.15
Female Union	-	10	2329.74	3191.05	2405.83	2904.49	2654.87	2684.08

Nuclear Medicine Technician (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Health & Educ.	4	10	2329.74	3191.05	2480.31	2904.49	2534.52	2633.53
Firm Size Data								
400 Plus	4	10	2329.74	3191.05	2480.31	2904.49	2534.52	2633.53
Geographic Area Data								
Regina	4	10	2329.74	3191.05	2480.31	2904.49	2534.52	2633.53

Diagnostic Medical Sonographer - 3155-108

Personnel working with diagnostic and therapeutic ultrasound instruments who have a recognized certificate in sonography.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	3	5	2835.19	3762.34	3315.23	3471.17	2972.10	3271.45
Male Union	3	-	3109.00	3374.00	3109.00	3374.00	3315.23	3266.08
Female Union	-	5	2835.19	3762.34	3109.00	3762.34	3195.65	3274.67
All Employees (Part-time) Union	-	5	15.32	18.19	15.85	18.19	16.36	16.63
Industry Data								
Health & Educ.	3	5	2835.19	3762.34	3315.23	3471.17	2972.10	3271.45
(Part-time)	-	5	15.32	18.19	15.85	18.19	16.36	16.63
Firm Size Data								
400 Plus	3	4	3109.00	3762.34	3315.23	3471.17	3109.00	3333.77
Geographic Area Data								
Regina	2	2	3109.00	3762.34	3109.00	3762.34	3284.83	3360.25
Major Urban	1	2	2835.19	3315.23	3109.00	3315.23	2835.19	3086.47

Electoencephalograph Technician - 3159-138

Personnel operating an E.E.G. machine.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	1	9	1994.61	2904.49	1994.61	2815.44	2206.17	2390.38
Female Union	-	9	1994.61	2904.49	1994.61	2815.44	2223.44	2361.68
Industry Data								
Health & Educ.	1	9	1994.61	2904.49	1994.61	2815.44	2206.17	2390.38

Electoencephalograph Technician (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
400 Plus	1	9	1994.61	2904.49	1994.61	2815.44	2206.17	2390.38
Geographic Area Data								
Regina	1	9	1994.61	2904.49	1994.61	2815.44	2206.17	2390.38

Food Services Supervisor - 3159-170

Assists in planning and directing food service programs in hospitals and other private or public institutions. Plans menus and diets to provide required food and nutrients to individuals and groups.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	6	51	1824.85	3058.25	1824.85	2528.69	2188.89	2294.07
Union	3	25	1824.85	2471.00	1824.85	2412.34	2090.69	2144.92
Non-union	3	26	1930.56	3058.25	1992.25	2824.25	2318.75	2438.08
Male	6	-	1930.56	3012.00	1950.00	2969.00	2281.44	2404.07
Union	3	-	1950.00	2471.00	1950.00	2471.00	2091.87	2170.96
Non-union	3	-	1930.56	3012.00	1930.56	3012.00	2969.00	2637.19
Female	-	51	1824.85	3058.25	2006.81	2619.50	2240.77	2281.13
Union	-	25	1824.85	2412.34	1992.95	2412.34	2115.34	2141.80
Non-union	-	26	1992.25	3058.25	2156.51	2824.25	2357.88	2415.10
All Employees (Part-time)	-	7	11.22	14.54	11.27	13.71	12.59	12.61
Non-union	-	5	11.89	14.54	12.59	14.54	13.03	13.15
Industry Data								
Health & Educ.	5	51	1824.85	3058.25	1881.75	2528.69	2189.70	2290.91
(Part-time)	-	7	11.22	14.54	11.27	13.71	12.59	12.61
Firm Size Data								
20 - 49	2	6	1824.85	2511.00	1950.00	2127.13	1998.99	2053.94
50 - 99	2	13	1881.75	3012.00	1881.75	2379.41	2091.38	2247.63
100 - 399	-	14	2182.00	3058.25	2188.89	2619.50	2298.83	2384.46
400 Plus	2	18	2006.81	2969.00	2006.81	2824.25	2137.69	2361.68
Geographic Area Data								
Regina	1	11	2006.81	2827.50	2006.81	2412.34	2412.34	2326.02
Saskatoon	-	11	2109.56	2816.00	2115.34	2619.50	2357.88	2336.10
Major Urban	3	3	2091.87	3058.25	2969.00	2824.25	2607.32	2693.00
Minor Urban	-	11	1930.50	2916.00	2182.00	2528.69	2268.50	2325.28
Rural	2	15	1824.85	2398.00	1824.85	2268.50	2067.47	2083.33

Electrocardiograph Technician - 3159-146

Personnel operating an E.C.G. machine (Cardiology Technicians).

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	1	12	1994.61	2480.31	2119.27	2480.31	2362.08	2298.20
Female Union	-	12	2119.27	2480.31	2188.89	2480.31	2362.08	2323.50

Electrocardiograph Technician (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Part-time)								
Union	-	5	11.58	15.32	11.93	15.32	12.52	12.81
Industry Data								
Health & Educ.	1	12	1994.61	2480.31	2119.27	2480.31	2362.08	2298.20
(Part-time)	-	5	11.58	15.32	11.93	15.32	12.52	12.81
Firm Size Data								
100 - 399								
(Part-time)	-	3	11.58	12.71	11.58	12.71	11.93	12.07
400 Plus	1	11	1994.61	2480.31	2119.27	2480.31	2362.08	2306.17
Geographic Area Data								
Major Urban	-	3	2200.91	2202.64	2200.91	2202.64	2202.64	2202.06
(Part-time)	-	3	11.93	12.71	11.93	12.71	12.52	12.39

Operating Room Technician - 3139-110

Graduates of an operating room technician course who are not registered nurses or C.N.A.'s. Assists the surgical team before and during surgical procedures.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	4	27	1953.09	3384.55	2305.46	2343.02	2188.89	2301.54
Male								
Union	4	-	2184.83	2305.46	2184.83	2305.46	2221.27	2233.21
Female								
Union	-	27	1953.09	3384.55	2184.83	2343.02	2188.89	2311.67
All Employees (Part-time)								
Union	-	13	12.71	18.77	13.08	17.77	13.52	14.42
Industry Data								
Health & Educ.	4	27	1953.09	3384.55	2305.46	2343.02	2188.89	2301.54
(Part-time)	-	13	12.71	18.77	13.08	17.77	13.52	14.42
Firm Size Data								
100 - 399	1	6	2253.65	3384.55	2343.02	3207.78	2343.02	2602.58
400 Plus	3	21	1953.09	2343.02	2305.46	2343.02	2188.89	2213.74
(Part-time)	-	8	12.71	14.24	13.08	13.52	13.52	13.40
Geographic Area Data								
Major Urban	-	7	1953.09	2343.02	1953.09	2343.02	2343.02	2231.61

Morgue Attendant - 3159-178

Prepares bodies in morgue for use in dissecting rooms, usually in a hospital, or for release to specified personnel. Dissects part of body, as directed by pathologist. Keeps record of identifying data. May photograph specimens. May preserve specimens for medical museum.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	5	1	2253.65	2575.24	2325.42	2575.24	2411.77	2374.10
Male Union	5	-	2266.76	2575.24	2325.42	2575.24	2329.74	2398.19
Industry Data								
Health & Educ.	5	1	2253.65	2575.24	2325.42	2575.24	2411.77	2374.10
Firm Size Data								
400 Plus	5	1	2253.65	2575.24	2325.42	2565.24	2411.77	2374.10
Geographic Area Data								
Regina	2	1	2253.65	2575.24	2253.65	2493.79	2575.24	2440.89

Combined Lab and X-ray Technologist - 3159-199

In a smaller establishment, performs the duties of both the Lab Technician and the Radiological Technician.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	2	41	1875.22	3026.60	2109.12	2343.02	2343.02	2292.36
Union	2	39	1875.22	3026.60	2109.12	2343.02	2343.02	2291.71
Female	-	41	1875.22	3026.60	2188.89	2343.02	2343.02	2289.88
Union	-	39	1875.22	3026.00	2188.89	2343.02	2343.02	2289.11
All Employees (Part-time)	2	107	11.58	15.32	12.71	13.52	13.52	13.31
Union	2	97	11.58	15.32	12.71	13.52	13.52	13.37
Female	-	107	11.58	15.32	12.71	13.52	13.52	13.31
Union	-	97	11.58	15.32	12.72	13.52	13.52	13.37
Non-union	-	10	11.60	13.52	11.60	13.52	13.12	12.78
Industry Data								
Health & Educ.	2	41	1875.22	3026.60	2109.12	2343.02	2343.02	2292.36
(Part-time)	2	107	11.58	15.32	12.71	13.52	13.52	13.31
Firm Size Data								
20 - 49	-	25	1875.22	2343.02	2155.92	2343.02	2268.50	2246.13
(Part-time)	2	90	11.58	15.32	12.71	13.52	13.52	13.35
50 - 99	2	10	2197.00	3026.60	2343.02	2343.02	2305.76	2357.54
(Part-time)	-	11	12.71	13.52	12.71	13.52	13.52	13.23
100 - 399	-	5	2343.02	2412.34	2343.02	2412.34	2343.02	2356.88
Geographic Area Data								
Minor Urban (Part-time)	-	7	11.60	13.52	11.60	13.52	12.71	12.49
Rural	2	37	1875.22	3026.60	2109.12	2343.02	2268.50	2285.38
(Part-time)	2	68	11.58	15.32	12.71	13.52	13.52	13.39

Commercial Artist - 3314-118

Creates and executes illustrations and designs for reproduction in newspapers, books and other publications, or for posters, signs and billboards. This category also includes sign-writers.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	5	3	9.35	23.72	16.00	16.67	20.43	16.88
Male	5	-	9.35	23.72	16.67	23.72	17.14	16.80
Female		3	12.50	22.51	12.50	22.51	16.00	17.00
Industry Data								
Mfg. & Process	3	3	9.35	22.51	16.00	17.14	14.82	15.77
Firm Size Data								
1 - 19	2	1	12.50	23.72	12.50	16.67	23.72	17.63
Geographic Area Data								
Regina	4	3	12.50	23.72	16.00	17.14	23.72	17.95

Photographer - 3315-110

Takes photographs of persons, places or events.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	10	1	7.00	28.66	10.75	28.66	24.00	18.57

Editor, Senior - 3351-118

Directs gathering, selecting and editing of news for newspaper. Assigns reporting and photographic staff to cover various news events. Receives and rewrites or assigns for rewriting news copy. Shortens or lengthens items to fit allocated space on newspaper pages. Writes or directs writing of headlines.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	4	1733.33	6123.00	2569.67	2617.33	4565.67	2929.41
Industry Data								
Mfg. & Process	5	4	1733.33	6123.00	2617.33	2773.33	6123.00	3030.90
Firm Size Data								
1 - 19	1	2	1733.33	3200.00	2006.00	3200.00	1733.33	2313.11

Reporter, Senior - 3351-174

Collects and analyzes facts about newsworthy events by interview, investigation or observation and writes newspaper stories conforming to prescribed editorial techniques and format.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	16	2	7.31	29.80	22.71	29.80	23.89	22.91
			Industry Data					
Mfg. & Process	16	2	7.31	29.80	22.71	29.80	23.89	22.91

Editorial Assistant - 3351-194

Participates in the editorial activities of the newspaper by assisting the editors in preparation of materials for publication.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	10	3	1553.07	4580.33	2331.33	4082.00	3718.00	3421.47
Male								
Non-union	10	-	1553.07	4580.33	2331.33	4082.00	3585.84	3393.17
Female								
Non-union	-	3	2383.33	4082.00	2383.33	4082.00	4082.00	3515.78

Receptionist/Secretary - 4111-110

Performs routine typing and clerical work in accordance with clearly defined procedures. Position frequently involves public contact through providing or obtaining information of a routine nature. Following training, may perform a variety of assignments with relative independence. Works under supervision of a senior secretary.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	507	717.17	3000.00	1300.00	1991.82	1697.00	1696.71
Union	-	347	1041.63	2519.78	1586.00	1991.00	1712.69	1766.58
Non-union	2	160	717.17	3000.00	1144.00	2000.00	1474.67	1547.04
Female	-	507	717.17	2916.67	1300.00	1991.82	1697.00	1694.53
Union	-	347	1041.63	2519.78	1586.00	1991.00	1712.69	1766.58
Non-union	-	160	717.17	2916.67	1178.67	2000.00	1480.09	1538.25
All Employees (Part-time)	2	91	5.00	12.39	6.00	11.26	10.42	9.33
Union	1	48	8.00	12.39	10.09	11.59	10.82	10.76
Non-union	1	43	5.00	11.50	5.00	10.90	7.00	7.73
Female	-	91	5.00	12.39	6.00	11.26	10.42	9.36
Union	-	48	8.00	12.39	10.42	11.59	10.82	10.76
Non-union	-	43	5.00	11.50	5.00	10.90	7.00	7.80
Industry Data								
Primary	-	17	1250.00	2600.00	1779.00	2519.78	2155.00	2127.66
Mfg. & Process	1	28	866.50	2491.67	1200.01	1900.00	1516.67	1533.00
Construction	-	10	1200.00	2500.00	1250.00	1850.00	1431.38	1606.71
(Part-time)	-	3	5.50	7.50	5.50	7.50	6.50	6.50
Trans., Comm. & Util.	-	106	1200.00	2361.67	1639.00	2129.00	1832.32	1838.49
(Part-time)	1	4	5.00	10.81	5.50	10.81	6.00	7.46
Wholesale	-	13	1299.75	2393.08	1300.00	2070.00	1990.00	1807.04
(Part-time)	-	4	5.00	7.00	5.00	7.00	5.50	5.75
Retail	1	19	953.33	3000.00	1000.00	1516.67	1206.67	1378.75
(Part-time)	-	7	5.00	12.39	5.00	8.00	6.00	7.03
Finance	-	33	717.17	2816.67	1211.00	1992.00	1683.50	1645.57
(Part-time)	-	5	7.00	10.87	7.00	10.87	7.00	8.55
Health & Educ.	-	151	1157.00	2305.84	1594.00	1738.00	1645.00	1655.26
(Part-time)	1	39	6.23	11.59	9.50	11.59	11.08	10.69
Service	-	22	953.15	2300.00	1144.00	1875.00	1390.00	1476.50
(Part-time)	-	3	6.50	9.75	6.50	9.75	8.00	8.08
Public Admin	-	108	937.30	2340.00	1484.17	1976.00	1724.67	1706.04
(Part-time)	-	22	6.00	10.70	7.75	10.42	10.26	9.46
Firm Size Data								
1 - 19	1	61	866.50	3000.00	1093.63	1900.00	1397.00	1501.72
(Part-time)	1	17	5.00	11.50	6.00	9.50	7.00	7.45
20 - 49	1	45	937.30	2300.00	1200.00	1956.00	1508.50	1556.26
(Part-time)	-	13	5.00	10.00	5.50	9.75	7.00	7.42
50 - 99	-	24	953.15	2600.00	1126.66	2006.00	1513.42	1529.24
(Part-time)	-	5	5.00	10.90	5.00	10.90	6.50	7.38
100 - 399	-	77	717.17	2519.78	1257.75	2361.67	1712.00	1740.20
(Part-time)	-	13	5.00	12.39	5.00	11.09	10.09	9.23
400 plus	-	300	1353.73	2491.67	1696.00	1991.00	1712.00	1760.78
(Part-time)	1	43	10.42	11.59	10.42	11.59	10.85	10.91

Receptionist/Secretary (continued)

(Monthly Rates) — Geographic Area Data

	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Regina	-	176	717.17	2491.67	1434.33	1991.00	1670.50	1714.94
(Part-time)	1	21	5.00	12.39	5.00	10.82	10.42	9.55
Saskatoon	1	171	1050.00	3000.00	1476.00	1992.00	1697.00	1714.91
(Part-time)	-	37	5.00	11.59	7.00	11.59	10.94	10.11
Major Urban	-	34	953.15	2250.00	1093.33	1872.00	1509.00	1502.98
(Part-time)	-	7	6.50	10.09	7.00	9.50	7.85	8.16
Minor Urban	-	21	937.30	2049.13	1213.10	1800.00	1462.50	1505.84
(Part-time)	1	12	5.00	11.08	5.00	11.08	8.29	8.33
Rural	1	37	866.50	2500.00	1093.63	2066.67	1399.00	1504.73
(Part-time)	-	10	5.50	11.50	8.00	11.09	8.63	8.27
Province-wide	-	68	1250.00	2600.00	1639.88	2129.00	1937.84	1867.58
(Part-time)	-	4	6.66	10.87	6.66	10.87	8.94	8.85

Secretary, Junior - 4111-110

Performs varied typing and clerical functions according to established policies and procedures. Position involves public contact requiring some knowledge and judgement in explaining and interpreting regulations and procedures. Greater independence is exercised in completing assignments. Responsibilities may include reviewing the work of others or assisting them with difficulties.

(Monthly Rates) — Provincial Data

	No. of Employees Male	No. of Employees Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
All Employees (Full-time)	27	768	893.75	2692.00	1386.40	2192.67	1878.00	1841.07
Union	26	563	1098.50	2692.00	1516.67	2192.67	1927.08	1907.36
Non-union	1	205	893.75	2558.83	1239.33	1909.00	1758.00	1651.53
Male	27	-	1689.68	1878.00	1725.00	1830.00	1830.00	1814.73
Female	-	768	893.75	2692.00	1400.00	2192.67	1878.00	1842.00
Union	-	563	1098.50	2692.00	1626.00	2192.67	1950.00	1911.42
Non-union	-	205	893.75	2558.83	1239.33	1909.00	1758.00	1651.34
All Employees (Part-time)	-	92	5.00	17.36	9.00	12.83	12.05	11.33
Union	-	58	8.52	17.36	10.48	12.83	12.83	12.34
Non-union	-	34	5.00	12.42	5.00	10.89	10.82	9.62
Female	-	92	5.00	17.36	9.00	12.83	12.05	11.33
Union	-	58	8.52	17.36	10.48	12.83	12.83	12.34
Non-union	-	34	5.00	12.42	5.00	10.89	10.82	9.62

Industry Data

Primary	-	13	1283.34	2405.00	1600.00	2252.90	1945.00	1894.55
Mfg., & Process	-	12	1040.25	2558.83	1399.99	2558.83	1825.00	1882.46
Trans., Comm. & Util.	1	7	1500.00	2522.00	1500.00	2417.31	2156.27	2065.07
Wholesale	-	12	1159.17	2692.00	1326.00	2692.00	2567.00	2228.71
Retail	-	12	925.00	1961.63	1200.00	1927.08	1269.67	1470.65
Finance	-	99	1189.00	2530.67	1390.00	1758.00	1758.00	1661.70
(Part-time)	-	15	9.00	10.82	10.82	10.82	10.82	10.64
Health & Educ.	26	306	1098.50	1960.00	1174.00	1960.00	1878.00	1807.50
(Part-time)	-	66	5.00	12.83	10.48	12.83	12.36	11.58
Service	-	39	893.75	2514.63	1342.00	2514.63	1783.00	1863.68
Public Admin.	-	226	1000.00	2400.67	1626.00	2192.67	2006.33	1931.65
(Part-time)	-	6	8.52	12.09	9.00	10.77	9.63	9.94

Secretary, Junior (continued)

(Monthly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	25	893.75	1942.00	1040.25	1831.92	1400.00	1455.02
(Part-time)	-	5	5.00	12.42	7.50	12.42	10.00	9.47
20 - 49	1	29	1137.50	2522.00	1174.00	1900.00	1570.86	1603.65
(Part-time)	-	5	7.85	10.48	9.10	10.48	10.48	9.68
50 - 99	-	74	1098.50	2530.67	1223.00	2514.63	1552.35	1689.00
(Part-time)	-	16	5.00	17.36	5.00	10.89	10.89	9.59
100 - 399	-	130	1115.00	2558.83	1394.12	2070.29	1797.00	1739.22
(Part-time)	-	4	9.00	10.77	9.00	10.77	9.63	9.76
400 plus	26	510	1326.00	2692.00	1670.00	2192.67	1878.00	1918.07
(Part-time)	-	62	10.82	12.83	10.82	12.83	12.36	12.17
Geographic Area Data								
Regina	2	220	1200.00	2530.67	1619.00	2156.00	1878.00	1846.29
(Part-time)	-	12	10.16	17.36	10.77	17.36	12.36	12.83
Saskatoon	24	227	925.00	2558.83	1159.17	1950.00	1878.00	1827.18
(Part-time)	-	44	5.00	12.83	11.58	12.83	12.83	12.26
Major Urban	-	67	893.75	2346.07	1394.12	1986.00	1751.00	1699.86
Minor Urban	1	30	1040.25	2405.00	1355.47	2150.00	1703.00	1746.01
(Part-time)	-	7	8.52	12.42	9.00	12.42	10.48	10.54
Rural	-	42	1000.00	2244.13	1115.00	1873.50	1360.07	1483.08
(Part-time)	-	3	7.85	9.10	7.85	9.10	9.10	8.68
Province-wide	-	182	1300.00	2692.00	1758.00	2192.67	2071.33	2004.65

Secretary, Senior - 4111-110

Performs supervisory or moderately complex typing and clerical work. Involves difficult clerical and secretarial functions frequently requiring independent decisions based on interpretations of policies and procedures of the unit served. Performs assignments with a high degree of independence, referring difficult problems or matters of policy to a superior. Assigns, supervises, and participates in the work of a small to moderate size clerical/secretarial staff, engaged in filing, keeping of records and the compiling and preparing of reports. Work is often of a confidential nature. May act as a department/unit head's secretary.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	515	953.33	3433.34	1640.00	2504.67	2163.00	2090.94
Union	-	302	1303.00	2751.81	1886.00	2504.67	2163.00	2135.81
Non-union	1	213	953.33	3433.34	1475.85	2543.00	2000.00	2027.61
Female	-	515	953.33	3433.34	1659.99	2504.67	2163.00	2090.34
Union	-	302	1303.00	2751.81	1886.00	2504.67	2163.00	2135.81
Non-union	-	213	953.33	3433.34	1475.85	2543.00	2000.00	2025.86
All Employees (Part-time)	-	20	8.90	14.23	9.50	14.23	12.40	11.96
Union	-	6	10.40	14.23	14.23	14.23	14.23	13.59
Non-union	-	14	8.90	13.80	8.95	13.70	11.06	11.24

Secretary, Senior (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	-	17	1990.83	3433.34	2000.00	2725.00	2400.00	2458.67
Mfg., & Process	-	23	953.33	3126.67	1400.00	3120.00	2200.00	2194.06
Construction	-	3	1239.10	2000.00	1239.10	2000.00	1733.33	1657.48
Trans., Comm. & Util.	-	27	1500.00	2850.00	2030.00	2545.00	2400.00	2346.36
Wholesale	-	9	1400.00	2794.00	1400.00	2794.00	2023.00	2190.81
Retail	-	18	1150.00	2140.13	1473.34	2130.38	1876.33	1784.54
Finance	-	25	1303.00	2326.00	1305.00	2266.33	1675.00	1825.38
Health & Educ.	-	216	1400.00	2411.00	1807.90	2163.00	2163.00	2034.47
(Part-time)	-	12	8.90	14.23	8.95	14.23	12.10	11.94
Service	-	27	1379.47	2900.00	1634.00	2250.00	1925.00	1977.07
Public Admin.	1	153	1007.50	2548.00	1739.99	2504.67	2199.08	2164.88
(Part-time)	-	4	10.40	13.70	10.40	13.70	12.07	12.06
Firm Size Data								
1 - 19	1	42	953.33	2900.00	1386.40	2062.67	1760.00	1787.77
(Part-time)	-	4	8.90	10.40	8.90	10.40	9.75	9.70
20 - 49	-	55	1007.50	2850.00	1400.00	2250.00	1836.25	1822.31
(Part-time)	-	6	8.95	12.40	10.03	12.40	10.22	10.70
50 - 99	-	40	1303.00	2751.81	1468.13	2306.00	1925.50	1921.94
100 - 399	-	91	1470.00	3433.34	1730.58	2574.00	2064.20	2089.33
400 plus	-	287	1633.00	3126.67	1907.00	2504.67	2163.00	2211.90
(Part-time)	-	8	12.41	14.23	13.11	14.23	14.23	13.80
Geographic Area Data								
Regina	-	131	1305.00	3126.67	1819.68	2400.67	2163.00	2104.80
(Part-time)	-	5	12.41	14.23	13.11	14.23	13.70	13.54
Saskatoon	-	170	1150.00	3433.34	1907.00	2260.00	2163.00	2093.77
(Part-time)	-	7	11.72	14.23	12.40	14.23	13.80	13.29
Major Urban	-	59	953.33	2900.00	1600.00	2232.00	1947.00	1932.28
Minor Urban	-	37	1386.40	2600.00	1475.85	2115.99	1826.50	1848.62
Rural	1	36	1007.50	2650.00	1400.00	2306.00	1630.78	1776.60
(Part-time)	-	7	8.90	10.40	8.95	10.40	10.03	9.82
Province-wide	-	62	1640.00	2794.00	2246.00	2504.67	2504.67	2426.26

Executive Secretary - 4111-111

Performs independent, complex varied and senior level supervisory secretarial and clerical work or highly confidential executive secretarial work. Responsible for organizing and co-ordinating the assigned work and he/she may have access to confidential material. Requires employee to make independent decisions based on their knowledge of departmental/firm policies and procedures. Assigns, supervises and participates in the work of a large size clerical/secretarial staff. Work is often highly confidential. Acts as secretary to senior executive.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	4	279	1000.00	4529.00	1990.00	2824.00	2421.00	2431.03
Union	-	36	1583.00	2821.00	2145.00	2821.00	2411.00	2472.73
Non-union	4	243	1000.00	4529.00	1990.00	2987.00	2423.00	2424.99
Male								
Non-union	4	-	2190.50	4529.00	2190.50	4529.00	3984.50	3512.13
Female	-	279	1000.00	4116.67	2000.00	2824.00	2423.00	2415.53
Union	-	36	1583.00	2821.00	2145.00	2821.00	2411.00	2472.73

Executive Secretary (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	-	11	2423.00	3341.00	2500.00	3100.00	2700.00	2820.18
Mfg., & Proces.	-	12	1386.40	3250.00	2119.00	3069.33	2366.50	2424.09
Trans., Comm. & Util.	-	7	1000.00	3065.00	1564.88	2946.10	2665.00	2253.91
Wholesale	-	8	1635.79	3227.00	1733.33	3227.00	2027.00	2240.62
Finance	-	16	1209.00	4116.67	1800.00	2700.00	2377.29	2338.41
Health & Educ.	3	37	1733.00	4529.00	1959.00	2453.00	2370.50	2452.81
Service	-	21	1774.54	3166.00	1900.00	2500.00	2200.00	2248.49
Public Admin.	1	162	1667.00	3250.00	2133.00	2821.00	2451.00	2461.30
Firm Size Data								
1 - 19	1	22	1000.00	4116.67	1366.40	2946.10	2000.00	2186.99
20 - 49	-	25	1635.79	3341.00	1758.00	2700.00	2239.93	2235.65
50 - 99	1	12	1583.00	4529.00	1583.00	3166.00	2320.00	2591.89
100 - 399	1	40	1209.00	4420.00	1750.00	2919.00	2418.00	2467.21
400 plus	1	179	1733.33	3250.00	2174.00	2821.00	2451.00	2470.54
Geographic Area Data								
Regina	1	174	1209.00	3250.00	2133.00	2704.00	2438.00	2418.68
Saskatoon	-	46	1583.00	4116.67	1922.00	2747.33	2377.29	2374.31
Major Urban	-	18	1999.00	3492.00	2000.00	2919.00	2439.50	2466.10
Minor Urban	2	7	1750.00	4529.00	2306.01	4529.00	2077.99	2469.72
Rural	1	12	1000.00	4420.00	1000.00	2946.10	2000.00	2275.12
Province wide	-	22	1564.88	3341.00	2160.00	3227.00	2821.00	2695.44

Legal Secretary - 4111-110

Schedules appointments and gives information to callers. Takes dictation in shorthand or on stenotype machine and transcribes on a typewriter. Makes up client records and files them for future reference. Will have gained familiarity with legal terminology and procedures through formal training or previous work experience.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full time)	-	226	699.99	2900.00	1192.36	2246.00	1550.00	1670.81
Non union	-	192	699.99	2900.00	1137.75	2025.00	1500.00	1588.26
All Employees (Part time)	1	27	5.50	14.29	7.50	13.00	10.00	10.04
Non union	1	18	5.50	14.29	7.25	12.67	9.50	9.30
Female	-	27	5.50	14.29	7.50	13.00	10.00	10.21
Non union	-	18	5.50	14.29	7.50	12.67	9.50	9.51
Industry Data								
Service (Part time)	-	226	699.99	2900.00	1192.36	2246.00	1550.00	1670.81
	1	27	5.50	14.29	7.50	13.00	10.00	10.04

Legal Secretary (continued)

(Monthly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	99	699.99	2900.00	1200.00	2025.00	1535.10	1611.28
(Part-time)	1	14	5.50	14.29	7.50	13.00	9.50	9.73
50 - 99	-	95	1000.00	2500.00	1100.00	2049.99	1500.00	1570.61

Geographic Area Data

Regina	-	50	1100.00	2329.17	1300.00	2120.00	1517.51	1646.97
Saskatoon	-	86	1000.00	2500.00	1001.47	2000.00	1500.00	1534.50
(Part-time)	1	6	5.50	14.29	5.50	8.00	7.50	8.01
Major Urban	-	22	1137.75	2900.00	1213.60	2246.00	1575.00	1684.80
(Part-time)	-	7	7.50	13.00	9.45	12.67	10.00	10.30
Minor Urban	-	25	899.99	2550.00	1275.00	1950.00	1500.00	1560.28
Rural	-	12	1350.00	2200.00	1400.10	1983.00	1575.00	1655.93

Word Processor Operator - 4113-001

Operates video-console typewriter or other keyboard device to record and amend data on tapes, disks or other media. Proofreads data. Labels recording media and stores or routes it to data control centre.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	67	1275.00	2439.67	1612.50	2150.00	1880.67	1895.35
Union	-	43	1789.93	2010.00	1828.67	1993.33	1880.67	1907.96
Non-union	-	24	1275.00	2439.67	1542.67	2340.00	1644.25	1872.76

Industry Data

Service	-	8	1275.00	2290.00	1350.00	2150.00	1888.00	1821.38
Public Admin.	-	43	1789.93	2010.00	1828.67	1993.33	1880.67	1907.96

Firm Size Data

100 - 399	-	8	1542.67	2275.00	1542.67	2010.00	1789.93	1810.13
400 plus	-	51	1612.50	2439.67	1612.50	2132.00	1880.67	1920.32

Geographic Area Data

Regina	-	12	1275.00	2439.67	1350.00	2340.00	1866.00	1887.53
Major Urban	-	6	1789.93	2290.00	1789.93	2130.00	1999.09	1999.67

Assistant Accountant - 4130-130

Co-ordinates activities of personnel in one or more departments of a bank such as savings, current accounts, foreign exchange, cash clearing, credit or proof.

(Monthly Rates)

	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	3	32	996.67	3014.38	996.67	1983.33	1899.99	1651.98
Male								
Non-union	3	-	2200.00	3014.38	2200.00	3014.38	2800.01	2671.46
Female	-	33	996.67	2710.50	996.67	1983.33	1924.00	1591.38
Non-union	-	32	996.67	2212.99	996.67	1983.33	1916.01	1556.41
Industry Data								
Finance	3	32	996.67	3014.38	996.67	1983.33	1899.99	1674.91
Firm Size Data								
1 - 19	2	1	1908.01	2800.01	1908.01	2200.00	2800.01	2302.67
20 - 49	1	3	1699.99	3014.38	2212.99	3014.38	1912.00	2262.84
Geographic Area Data								
Regina	2	28	996.67	3014.38	996.67	1983.33	996.67	1569.15
Rural	1	3	1699.99	2800.01	1924.00	2800.01	1904.00	2133.00

Bookkeeper, Junior - 4131-114

Under supervision, keeps complete records of financial transactions of establishment or undertaking. May prepare financial statements and accounts for the year or other specified period, calculate and arrange payment of wages, prepare and mail statements of accounts to customers.

(Monthly Rates)

	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	204	812.50	3166.00	1473.34	1974.00	1833.34	1825.95
Union	11	36	1699.38	3166.00	1974.00	2092.00	1854.46	1964.50
Non-union	1	168	812.50	2283.02	1600.00	1833.34	1833.34	1787.42
Male	12	-	1711.00	3166.00	1725.00	2194.00	2045.90	2067.90
Union	11	-	1711.00	3166.00	1733.00	2194.00	2092.00	2120.69
Female	-	204	812.50	2283.02	1650.00	1974.00	1833.34	1810.54
Union	-	36	1699.38	2273.00	1711.00	2092.00	1974.00	1916.71
Non-union	-	168	812.50	2283.02	1600.00	1833.34	1833.34	1787.79
All Employees (Part-time)	3	29	5.00	13.13	6.00	11.28	10.86	10.12
Union	3	5	5.00	13.13	13.13	10.39	6.79	10.52
Non-union	-	24	5.25	12.62	6.00	11.28	11.28	9.99
Female	-	29	5.00	12.62	6.00	11.28	11.28	9.81
Union	-	5	5.00	10.64	8.56	10.64	10.16	8.95
Non-union	-	24	5.25	12.62	6.00	11.28	11.28	9.99

Bookkeeper, Junior (continued)

(Monthly Rates)

	No. of Employees Male	Female	100% Range Low	High	80% Range Low	High	Median	Mean
Industry Data								
Mfg. & Process	1	10	1300.00	3166.00	1300.00	2679.80	1733.00	1906.78
(Part time)	-	3	6.00	10.16	6.00	10.16	8.00	8.05
Wholesale	-	3	1225.00	2013.89	1225.00	2013.89	1664.00	1634.30
Retail	3	21	812.50	2283.02	812.50	2050.14	1607.36	1582.31
(Part time)	-	7	5.00	10.39	5.25	9.50	6.36	6.99
Finance	-	191	1450.00	2212.99	1833.34	1833.34	1833.34	1833.31
Industry Data								
Service	1	5	1126.45	2200.00	1126.45	2095.00	1726.45	1767.56
Public Admin.	2	27	1631.50	2224.00	1711.00	1974.00	1974.00	1900.53
Firm Size Data								
1 - 19	-	10	1050.00	2273.00	1100.00	2200.00	1630.85	1657.17
(Part time)	-	9	5.25	12.00	5.50	10.16	8.00	8.11
20 - 49	-	14	812.50	2283.02	812.50	2212.99	1696.83	1670.68
50 - 99	2	12	1126.45	3166.00	1678.67	3166.00	1495.17	1676.36
100 - 399	2	9	1668.38	2091.00	1668.80	2050.14	1716.00	1820.77
400 plus	9	159	1711.00	2224.00	1833.34	1974.00	1833.34	1861.96
Geographic Area Data								
Regina	10	40	1225.00	2224.00	1974.00	2092.00	1831.73	1906.80
(Part time)	3	2	6.00	15.13	13.13	10.39	13.13	11.16
Saskatoon	-	5	1050.00	2013.89	1450.00	2013.89	1517.00	1590.18
Major Urban	1	9	812.50	2200.00	812.50	1733.00	1213.23	1403.35
(Part time)	-	4	5.50	12.00	5.50	12.00	8.76	8.75
Minor Urban	-	5	1190.80	2273.00	1475.00	2273.00	1631.50	1724.09
(Part time)	-	4	5.00	10.16	5.00	10.16	7.67	7.73
Rural	1	16	1429.73	3166.00	1473.34	2091.00	1733.00	1879.96
(Part time)	-	3	5.25	8.00	5.25	8.00	7.75	7.00

Bookkeeper, Senior - 4131-114

Under general direction, keeps complete records of financial transactions of establishment or undertaking. May prepare financial statements and accounts for the year or other specified period, calculate and arrange payment of wages, prepare and mail statements of accounts to customers. May supervise junior bookkeepers or junior accountants.

(Monthly Rates)

	No. of Employees Male	Female	100% Range Low	High	80% Range Low	High	Median	Mean
Provincial Data								
All Employees (Full time)	31	104	910.00	3850.17	2546.00	2583.00	2000.00	2227.67
Union	7	40	1264.25	2741.00	2370.00	2556.00	2277.00	2239.15
Non-union	24	64	910.00	3850.17	2547.00	2676.16	1903.15	2222.67
Male	31	-	1249.00	3752.00	2000.00	3250.00	2547.00	2546.89
Union	7	-	1916.00	2583.83	2123.00	2556.00	2277.00	2340.83
Non-union	24	-	1249.00	3752.00	2000.00	3400.00	2547.95	2606.99

Bookkeeper, Senior (continued)

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female	-	104	910.00	3680.17	1500.00	2676.16	2182.94	2147.66
Union	-	40	1264.25	2741.00	1923.11	2524.94	2277.00	2221.38
Non-union	-	64	910.00	3680.17	1429.73	2652.35	2037.63	2112.66
All Employees (Part-time)								
Non-union	-	7	6.25	16.00	7.00	10.00	9.00	9.41
Industry Data								
Primary	9	1	2583.34	3400.00	2583.34	3250.00	3325.00	3120.84
Mfg. & Process.	2	23	1350.27	3250.00	1500.00	3083.17	1975.00	2198.74
Construction	2	5	1900.00	2500.00	2500.00	1906.80	1569.70	1678.90
Trans., & Comm. & Util.	2	9	1473.05	3000.00	2400.00	3000.00	2264.84	2365.47
Wholesale	8	10	1429.73	3680.17	2080.50	2703.64	1817.37	2525.99
Retail	1	9	910.00	2911.44	910.00	2329.17	1565.95	1817.68
(Part-time)	-	3	7.00	10.00	7.00	10.00	8.00	8.33
Finance	1	7	1249.00	3117.83	1386.00	2719.17	1930.59	2038.90
Health & Educ.	2	9	1584.50	2583.00	2524.94	2547.00	1838.00	2148.83
Service	2	11	1365.30	3542.00	2498.89	3542.00	1833.00	2143.30
Public Admin.	8	41	1264.25	3216.00	2370.00	2548.89	2196.00	2236.20
Firm Size Data								
1 - 19	6	27	910.00	3250.00	2400.00	2650.00	1650.00	1919.19
(Part-time)	-	7	6.25	16.00	7.00	10.00	8.00	9.41
20 - 49	7	24	1386.40	3762.00	2547.00	2548.00	2000.00	2261.42
50 - 99	7	10	1616.89	3542.00	2500.00	3083.17	1833.00	2496.89
100 - 399	5	20	1384.50	3400.00	2583.34	3000.00	1998.75	2368.77
400 plus	6	33	1916.00	3680.17	2513.33	2548.00	2277.00	2333.16
Geographic Area Data								
Regina	12	59	1249.00	3680.17	2277.00	2548.00	2243.84	2243.79
Saskatoon	6	19	1183.26	3762.00	2547.00	3083.17	1975.00	2368.00
Major Urban	3	9	1715.00	3250.00	2556.00	2556.00	1923.11	2274.06
Minor Urban	3	23	1350.27	3100.00	1350.27	2084.17	1745.00	1920.20
Rural	5	13	910.00	3400.00	2548.00	3000.00	1911.33	2226.83
Province-wide	2	2	2205.00	3250.00	3019.00	3250.00	2727.50	2931.00

Cost Clerk - 4131-126

Calculates wage, material, overhead and other operating costs of an establishment. Maintains ledgers and records to account for various costs.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	22	1212.00	3901.21	2205.00	2218.24	1404.17	2162.53
Union	6	12	1414.31	2504.67	2293.00	2504.67	1709.74	2173.76
Non-union	11	10	1212.00	3901.21	1992.85	2197.00	3901.21	2152.92

Cost Clerk (continued)

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Male	17	-	1248.96	3901.21	1992.95	3180.00	2311.00	2430.67
Union	6	-	2209.56	2504.67	2272.00	2504.67	2504.67	2416.71
Non-union	11	-	1248.96	3901.21	1841.67	3360.00	2210.00	2438.59
Female	-	22	1212.00	3059.33	1404.17	2504.67	2051.69	1955.19
Union	-	12	1414.31	2504.67	1611.69	2504.67	2146.59	2052.29
Non-union	-	10	1212.00	3059.33	1400.00	2210.24	1691.28	1838.68
Industry Data								
Mfg. & Process.	4	6	1404.17	3360.00	2180.00	3093.00	1462.15	2143.84
Wholesale	10	4	1248.96	3901.21	1841.67	2504.67	2504.67	2417.07
Public Admin.	1	2	2116.27	2272.00	2130.98	2272.00	2116.27	2173.08
Firm Size Data								
1 - 19	2	2	1212.00	2210.24	1841.67	2210.24	1701.50	1960.23
20 - 49	7	7	1248.96	3901.21	1974.17	1992.95	2550.61	2063.75
100 - 399	5	9	1530.99	3059.33	2504.67	2504.67	1995.50	2338.65
400 plus	1	4	1967.13	2210.00	1967.13	2197.00	2163.00	2120.03
Geographic Area Data								
Regina	2	7	1400.00	3360.00	2163.00	3360.00	1672.35	2047.34
Saskatoon	10	10	1212.00	3901.21	2210.00	2504.67	2556.61	2266.43
Major Urban	1	4	1516.38	2272.00	1916.38	2210.24	2116.27	2050.77

Accounting Clerk, Junior - 4131-134

Under supervision, performs a variety of calculating, posting and typing duties to accomplish accounting. May compute using calculating machine and record interest charges, costs of lost or damaged goods, refunds and similar items. Requires very little knowledge of accounting or bookkeeping principles. Work of routine nature.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	59	617	950.00	3000.30	1190.99	2123.33	2002.00	1990.13
Union	36	501	1248.00	1775.50	1652.00	2123.33	2123.33	2065.89
Non-union	23	116	950.00	3000.00	1800.00	2156.00	1500.00	1697.46
Male	59	-	950.00	2775.50	1536.00	2458.00	2123.33	2005.51
Union	13	-	1799.98	2775.50	1924.00	2586.75	2123.33	2154.40
Non-union	23	-	950.00	2736.00	1350.00	2210.00	1725.00	1772.45
Female	-	617	1091.79	3000.00	1652.00	2123.33	2062.67	1948.66
Union	-	501	1248.00	2775.50	1924.00	2123.33	2123.33	2059.53
Non-union	-	116	1091.79	3000.00	1200.00	2210.00	1651.00	1682.59
All Employees (Part-time)	-	19	5.00	12.68	5.45	11.39	9.00	8.73
Union	-	6	10.74	12.68	11.39	12.39	11.39	11.70
Non-union	-	13	5.00	11.60	5.15	9.50	7.00	7.36

Accounting Clerk, Junior (continued)

(Monthly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Primary	1	7	1459.60	2736.00	1459.60	2362.66	1979.00	2123.75
Mfg. & Process.	7	31	1222.00	2775.50	2586.75	2655.25	1946.00	2162.26
Trans., Comm. & Util.	-	11	1924.00	2252.00	1924.00	1923.00	1920.00	1932.00
Wholesale	2	20	1154.40	3000.00	1154.40	2450.50	1490.25	1760.14
Retail	6	22	1100.00	2080.00	1100.00	1805.38	1308.42	1498.31
(Part time)	-	6	5.00	12.39	5.10	11.03	5.75	7.50
Finance	3	19	1187.00	2349.00	1538.00	2147.17	1489.38	1656.15
Health & Educ.	-	23	1470.00	1952.00	1521.00	1952.00	1652.00	1635.13
Service	13	31	950.00	2250.00	1668.00	2210.00	1576.00	1756.60
Public Admin.	30	452	1248.00	2418.00	1924.60	2123.33	2123.33	2057.76

Firm Size Data

1 - 19	3	19	1100.00	3000.00	1741.66	2052.90	1410.00	1675.35
(Part time)	-	4	6.00	9.00	6.00	9.07	8.65	8.09
20 - 49	5	30	950.00	2095.00	1479.75	197[illegible].00	1430.00	1489.82
(Part time)	-	3	7.00	12.00	7.00	12.00	8.70	9.53
50 - 99	11	43	1091.79	2947.61	2042.00	2210.00	1652.00	1807.71
100 - 299	7	50	1200.00	2775.50	2340.00	2775.50	1858.20	1936.29
(Part time)	-	7	5.45	12.39	6.00	11.37	10.74	9.50
500 plus	33	477	1154.40	2655.25	1652.00	2123.33	2123.33	2051.38

Geographic Area Data

Regina	19	97	1154.40	3000.00	2042.00	2349.67	1652.00	1817.11
(Part time)	-	4	8.70	12.39	8.70	12.39	11.39	10.97
Saskatoon	6	58	1091.79	2775.50	2362.66	2775.50	1490.25	1799.56
(Part time)	-	4	6.00	11.39	6.00	11.39	10.27	9.49
Major Urban	2	33	950.00	2418.00	1150.00	2418.00	1757.00	1714.83
(Part time)	-	5	7.00	12.66	9.00	12.66	9.00	9.72
Minor Urban	-	20	1308.42	2252.90	1350.00	1964.00	1672.35	1703.05
Rural	1	9	1108.47	2458.00	1188.47	2158.00	1304.66	1652.50
Province-wide	31	451	1325.00	2736.00	1924.00	2123.33	2123.33	2066.14

Accounting Clerk, Senior - 4131-134

Under general direction, performs a variety of calculating, posting and typing duties to accomplish accounting. May compute using calculating machine and record interest charges, costs of lost or damaged goods, refunds and similar items. Possesses knowledge of general accounting principles. Work of more complex nature.

(Monthly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	74	935	660.17	4186.00	960.17	2357.33	2098.00	2093.13
Union	36	558	1509.00	3119.00	2024.00	2357.33	2357.33	2309.17
Non union	58	257	660.17	4186.00	2167.00	2798.00	1720.33	1646.31
Male	74	-	660.17	4186.00	1950.00	2830.66	2357.33	2272.10
Union	36	-	2153.67	3119.00	2231.97	2711.59	2357.33	2404.07
Non union	58	-	660.17	4186.00	660.17	2367.47	1903.15	2132.80
Female	-	935	660.17	3059.33	1343.08	2357.33	2098.00	2077.06
Union	-	558	1509.00	2946.10	2153.67	2357.33	2357.33	2302.62
Non union	-	257	660.17	3059.33	660.17	2191.06	1720.33	1578.16

Accounting Clerk, Senior (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Part-time)	-	20	7.50	13.85	9.00	13.00	10.59	10.89
Non-union	-	19	7.50	13.85	9.00	13.00	10.59	10.98
Industry Data								
Primary	2	12	1400.00	3033.34	2946.10	3033.34	2400.50	2395.94
Mfg. & Process	11	29	1516.67	4186.00	2584.00	2810.17	2044.34	2402.00
Construction	-	3	1126.67	2500.00	1126.67	2500.00	1803.10	1809.92
Trans., Comm. & Util.	1	7	1257.75	3000.00	1257.75	2842.67	1932.00	2147.37
Wholesale	3	12	1590.00	3141.67	2409.33	3141.67	1775.00	2154.24
Retail	3	22	1000.00	2925.00	1000.00	2231.97	1951.63	1945.62
Finance	13	170	860.17	3005.17	860.17	1720.33	860.17	1348.92
(Part-time)	-	11	10.59	12.12	10.59	12.12	10.59	10.87
Health & Educ.	-	24	1645.00	2513.33	1730.58	2163.00	1903.50	1960.00
(Part-time)	-	3	9.05	13.42	9.05	13.42	11.36	11.28
Service	9	16	1169.78	2798.00	2711.59	2798.00	1634.00	2229.96
Public Admin.	32	530	1654.25	3116.00	2153.67	2357.33	2357.33	2311.21
Firm Size Data								
1 - 19	6	21	1000.00	4186.00	1906.30	2049.99	1800.00	1919.97
(Part-time)	-	3	7.50	12.00	7.50	12.00	9.00	9.50
20 - 49	2	31	1169.78	2927.00	1516.67	2699.67	1800.00	2000.43
50 - 99	11	34	1343.08	3801.00	2584.00	2798.00	1985.00	2238.41
(Part-time)	-	4	9.00	13.42	9.00	13.42	10.21	10.71
100 - 399	20	199	860.17	3033.34	860.17	2231.97	1720.33	1511.56
400 plus	35	540	1765.83	3141.67	2153.67	2357.33	2357.33	2316.72
Geographic Area Data								
Regina	30	204	860.17	3141.67	2163.00	2798.00	1720.33	1567.34
Saskatoon	7	50	1169.78	4186.00	2642.83	4186.00	1975.00	2132.76
(Part-time)	-	5	7.50	13.85	12.12	13.85	12.12	11.72
Major Urban	6	26	1000.00	3116.00	2402.00	2584.00	1985.00	2084.36
Minor Urban	-	16	1447.06	3000.00	1633.13	2500.00	1801.64	2011.28
Rural	4	12	1343.08	3801.00	2438.00	3033.34	1750.00	2201.32
Province wide	27	517	1257.75	2927.00	2153.67	2357.33	2357.33	2314.89

Teller - 4133-110

Receives and pays out money, keeps records of money and negotiable instruments involved in various bank transactions, prepares bank statements and reconciles errors or discrepancies in bank records and accounts.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
All Employees								
(Full-time)	19	336	758.33	2212.99	758.33	1895.83	1612.50	1519.83
Non-union	18	286	758.33	2212.99	758.33	1612.50	1612.50	1469.20
Male	19	-	758.33	1612.50	758.33	1612.50	1516.67	1235.65
Non-union	18	-	758.33	1612.50	758.33	1612.50	1516.67	1224.13
Female	-	336	758.33	2212.99	758.33	1895.83	1612.50	1535.90
Non-union	-	286	758.33	2212.99	758.33	1612.50	1612.50	1484.63
All Employees								
(Part-time)	2	207	6.00	15.00	8.77	10.89	9.92	9.69
Non-union	1	177	6.00	15.00	8.80	9.92	9.92	9.48

Teller (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Female	-	207	6.00	15.00	8.80	10.89	9.92	9.69
Non-union	-	177	6.00	15.00	8.80	9.92	9.92	9.48
Industry Data								
Finance	19	329	758.33	2212.99	758.33	1895.83	1612.50	1521.79
(Part-time)	2	202	6.00	15.00	8.80	10.89	9.92	9.73
Firm Size Data								
1 - 19	1	18	1137.50	1868.75	1137.50	1698.67	1560.00	1504.91
20 - 49	-	20	877.50	2212.99	1349.99	1967.01	1583.70	1639.16
(Part-time)	-	25	6.00	11.50	6.40	10.66	8.80	8.70
50 - 99	1	28	1390.00	1987.00	1420.00	1895.83	1500.00	1566.41
(Part-time)	-	26	8.00	14.06	8.77	12.15	10.22	10.40
Geographic Area Data								
Major Urban	1	28	1390.00	1987.00	1420.00	1895.83	1500.00	1566.41
(Part-time)	-	26	8.00	14.06	8.77	12.15	10.22	12.40
Rural	1	22	877.50	1925.00	1137.50	1828.67	1560.00	1484.56
(Part-time)	-	20	6.00	15.00	6.25	9.00	8.39	8.41

Head Cashier - 4130-114

Supervises the work of cashiers in a retail outlet.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	-	8	935.82	2148.92	1343.08	1729.17	1486.05	1504.02
Non-union	-	8	935.82	2148.92	1343.08	1729.17	1486.05	1504.02
Industry Data								
Retail	-	8	935.82	2148.92	1343.08	1729.17	1486.05	1504.02
Firm Size Data								
20 - 49	-	3	935.82	1516.38	935.82	1516.38	1386.40	1279.53
50 - 99	-	4	1343.08	1729.17	1343.08	1729.17	1486.20	1511.16
Geographic Area Data								
Regina	-	4	935.82	1516.67	935.82	1516.67	1399.40	1312.82
Major Urban	-	3	1386.40	2148.92	1386.40	2148.92	1516.38	1683.90

Cashier, Retail Trade - 4133-118

Receives and records cash from customers in establishments. Wraps or places merchandise in bags or boxes.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	177	463	5.00	14.18	12.80	12.80	6.99	10.10
Union	160	209	5.00	14.18	12.80	12.80	10.03	12.43
Non-union	17	254	5.00	10.45	5.00	8.55	6.66	6.93
Male	177	-	5.40	14.18	12.80	13.59	12.80	12.42
Union	160	-	10.03	14.18	12.80	13.59	12.80	13.08
Non-union	17	-	5.40	7.81	5.40	7.15	6.16	6.23
Female	-	463	5.00	14.18	5.50	12.80	8.50	9.22
Union	-	209	5.00	14.18	10.03	12.80	12.80	11.94
Non-union	-	254	5.00	10.45	5.50	8.70	6.82	6.98
All Employees (Part-time)	55	299	5.00	10.28	5.64	7.50	5.48	6.05
Union	-	36	5.00	10.28	5.00	8.09	7.50	7.00
Non-union	55	263	5.00	10.00	5.64	7.00	5.40	5.94
Male								
Non-union	55	-	5.00	7.00	5.40	6.35	5.40	5.70
Female	-	299	5.00	10.28	5.10	7.50	5.64	6.11
Union	-	36	5.00	10.28	5.00	8.09	7.50	7.00
Non-union	-	263	5.00	10.00	5.18	7.45	5.64	5.99
Industry Data								
Retail	164	333	5.00	14.18	12.80	12.80	7.00	11.04
(Part-time)	4	125	5.00	10.28	5.00	8.00	6.00	6.30
Service	1	13	5.00	8.80	5.00	8.00	5.13	5.89
Firm Size Data								
1 - 19	7	14	5.50	13.59	12.80	12.80	6.50	10.36
(Part-time)	3	6	5.00	8.34	5.10	7.46	5.18	5.93
20 - 49	7	31	5.00	13.59	12.80	13.59	7.00	9.09
(Part-time)	-	21	5.00	8.09	5.00	8.09	5.60	6.05
50 - 99	3	94	5.00	10.95	5.00	8.35	6.25	6.61
(Part-time)	1	68	5.00	10.28	5.00	7.00	5.50	6.03
100 - 399	148	210	5.10	14.18	12.80	12.80	10.03	12.26
(Part-time)	-	46	5.10	8.85	5.45	7.50	6.63	6.67
Geographic Area Data								
Regina	61	174	5.00	14.18	10.10	12.80	6.16	8.59
(Part-time)	51	190	5.00	10.00	5.40	7.48	5.40	5.98
Saskatoon	58	41	5.75	14.18	12.80	12.80	13.59	12.28
Major Urban	13	32	5.00	13.59	12.80	13.59	7.00	10.69
(Part-time)	-	36	5.00	10.28	5.15	8.85	6.50	6.80
Minor Urban	2	87	5.00	10.03	5.15	10.03	8.00	7.92
(Part-time)	1	29	5.10	8.09	5.10	8.09	5.88	6.28
Rural	-	29	5.00	10.38	5.00	8.94	7.00	7.19
(Part-time)	2	32	5.00	8.34	5.00	6.58	5.08	5.43

Cashier, Hotels and Motels - 4133-122

Receives money from customers in payment for goods and services, disburses funds and records amounts received.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	10	5.00	10.00	6.15	9.00	6.00	7.12
Female	-	10	5.77	10.00	6.00	9.00	6.96	7.30
Industry Data								
Service	3	8	5.00	10.00	6.15	9.00	6.00	6.95
Firm Size Data								
1 - 19	1	3	5.77	7.21	6.15	7.21	5.89	6.26
20 - 49	2	4	5.00	9.00	8.33	8.86	6.35	7.32
Geographic Area Data								
Rural	1	3	5.77	9.00	6.15	9.00	5.89	6.73

Office Machine Operator, Junior - 4141-001

Operates bookkeeping machine, billing machine, or calculating machine to record, or process information. Duties of a routine or repetitive nature.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	10	1023.98	2273.00	1023.98	1988.00	1638.36	1705.39
Union	-	5	1638.36	2273.00	1749.91	2273.00	1988.00	1927.45
Non-union	1	5	1023.98	1984.99	1023.98	1455.00	1370.67	1520.33
Female	-	10	1023.98	2273.00	1291.33	1988.00	1694.14	1684.26
Union	-	5	1638.36	2273.00	1749.91	2273.00	1988.00	1927.45
Non-union	-	5	1023.98	1984.99	1291.33	1984.99	1450.00	1441.06
Industry Data								
Public Admin.	-	4	1638.36	1988.00	1638.36	1988.00	1868.96	1841.07
Firm Size Data								
20 - 49	-	3	1023.98	1984.99	1023.98	1984.99	1638.36	1549.11
100 - 399	-	5	1450.00	2273.00	1749.91	2273.00	1988.00	1869.78
Geographic Area Data								
Rural	-	3	1023.98	1984.99	1023.98	1984.99	1638.36	1549.11

Office Machine Operator, Senior - 4141-001

Operates bookkeeping machine, billing machine, or calculating machine to record, or process information. Duties of advanced or complicated nature.

(Monthly Rates)	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	-	7	1670.00	2296.13	1791.83	2026.00	1858.20	1902.71
Union	-	4	1791.83	2296.13	1791.83	2296.13	1825.02	1934.50
Non-union	-	3	1670.00	2026.00	1670.00	2026.00	1885.00	1860.33
Firm Size Data								
20 - 49	-	4	1791.83	2026.00	1791.83	2026.00	1838.42	1873.67

Proof-Machine Operator - 4141-122

Sorts, records and proves records of bank transactions such as cheques, deposit slips and withdrawal slips, using proof machine. May be designated according to trade name of machine used.

(Monthly Rates)	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	1	16	1343.33	1911.00	1343.33	1895.83	1729.00	1672.11
Non-union	1	13	1343.33	1911.00	1343.33	1811.88	1612.50	1629.59
Female	-	16	1343.33	1911.00	1612.50	1895.83	1729.00	1692.66
Non-union	-	13	1343.33	1911.00	1343.00	1811.88	1612.50	1651.61
Industry Data								
Finance	1	13	1343.33	1911.00	1343.33	1895.83	1612.50	1659.92

Data Entry Operator, Junior - 4143-034

Operates a type of data capture machine such as key-punch machine, optical character reader or direct data entry machine. Work of a standard and repetitive nature. Processes non-complex documents.

(Monthly Rates)	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	3	41	865.80	2513.03	1023.10	1995.50	1768.50	1730.04
Union	2	20	865.80	2513.03	865.80	1995.50	1936.00	1890.15
Non-union	1	21	1125.00	2308.00	1209.00	1985.00	1474.67	1569.93

Data Entry Operator, Junior (continued)

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female	-	41	865.80	2513.03	1248.20	1995.50	1852.00	1720.56
Union	-	20	865.00	2513.03	1707.29	1995.50	1936.00	1865.24
Non-union	-	21	1125.00	2308.00	1248.20	1965.00	1476.01	1582.78
All Employees								
(Part-time)	-	34	5.25	12.18	7.00	11.05	11.05	10.23
Non-union	-	33	5.25	11.68	7.00	11.05	11.05	10.17
			Industry Data					
Mfg. & Process.	-	5	1209.00	2283.00	1269.67	2283.00	1289.99	1591.23
Wholesale	3	17	1248.20	2513.03	1936.00	2139.26	1648.50	1756.60
Retail	-	3	1125.00	1707.29	1125.00	1707.29	1456.00	1429.43
Finance	-	4	1538.33	2150.00	1538.33	2150.00	1834.00	1839.08
(Part-time)	-	5	6.50	11.65	10.00	11.65	10.51	9.96
			Firm Size Data					
1 - 19								
(Part-time)	-	4	5.25	8.00	5.25	9.00	6.25	6.44
20 - 49	3	10	865.80	2139.26	1936.00	2139.26	1350.00	1551.70
(Part-time)	-	7	6.50	11.65	9.00	11.14	10.00	9.83
100 - 399	-	7	1125.00	2308.00	1269.99	2283.00	1707.29	1721.66
400 Plus	-	19	1209.00	1995.50	1440.40	1995.50	1936.00	1805.52
			Geographic Area Data					
Regina	2	18	865.80	2513.03	865.80	1995.50	1737.00	1749.73
(Part-time)	-	23	10.00	12.18	11.05	11.05	11.05	11.01
Saskatoon	-	13	1125.00	2308.00	1248.20	2283.00	1538.33	1658.69
(Part-time)	-	6	5.25	10.00	5.50	9.98	8.50	7.96

Data Entry Operator, Senior - 4143-034

Operates a type of data capture machine such as key-punch machine, optical character reader or direct data entry machine. Processes complex source documents, prepares drum cards and provides guidance to junior operators.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	4	83	1100.00	2458.34	1237.00	2161.05	1776.67	1726.35
Union	4	52	1237.00	2431.00	1237.00	2161.05	1804.84	1757.44
Non-union	-	31	1100.00	2458.34	1200.00	2052.00	1625.00	1670.18
Male								
Union	4	-	1634.22	2431.00	1634.22	2431.00	2176.29	2104.41
Female	-	83	1100.00	2458.34	1237.00	2161.05	1785.01	1708.13
Union	-	52	1237.00	2431.00	1237.00	2161.05	1872.00	1730.75
Non-union	-	31	1100.00	2458.34	1200.00	2052.00	1625.00	1670.18
All Employees								
(Part-time)	-	41	8.20	14.77	11.96	11.96	11.96	11.96

Data Entry Operator, Senior (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	-	5	2161.05	2458.34	2161.05	2458.34	2161.05	2241.65
Mfg. & Process.	-	3	1473.33	2084.88	1473.33	2084.88	1892.00	1818.74
Wholesale	3	7	1525.00	2431.00	2176.00	2431.00	1779.00	2117.02
Retail	-	18	1100.00	2000.00	1200.00	1941.88	1400.00	1515.03
Finance	-	22	1237.00	2212.99	1237.00	1500.00	1237.00	1330.95
Health & Educ.	-	4	1429.73	2052.00	1429.73	2052.00	2052.00	1696.43
Public Admin.	-	23	1699.75	2306.00	1776.67	2064.00	1872.00	1924.54
Firm Size Data								
20 - 49	3	8	1429.73	2212.99	1958.00	2176.20	1800.00	1842.15
50 - 99	-	21	1221.77	1800.00	1237.00	1237.00	1237.00	1263.08
100 - 399	1	31	1107.00	2458.34	1200.00	2431.00	1872.00	1800.42
400 Plus	-	22	1776.67	2306.00	1776.67	2161.05	2052.00	2013.21
Geographic Area Data								
Regina	3	21	1100.00	2176.20	2052.00	2176.20	1486.67	1685.50
Saskatoon	1	29	1221.77	2431.00	1237.00	2064.83	1237.00	1518.54
Major Urban	-	14	1699.75	2306.00	1699.75	2010.00	1872.00	1892.06
Minor Urban	-	5	1568.13	2212.99	2161.05	2212.99	2161.05	2052.85
Rural	-	3	1429.73	2458.34	1429.73	2458.34	2266.76	2051.61

Computer Operator, Junior - 4143-110

Under direct supervision, operates and controls electronic digital computer to process business, scientific, engineering or other data. May wire control panels of peripheral equipment or insert program cards. Assists in the various computer operation procedures.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full time)	14	34	1050.00	2800.00	2383.00	2543.67	1573.35	2107.34
Union	10	18	1300.00	2775.50	2383.00	2543.67	1913.00	2319.26
Non-union	4	16	1050.00	2800.00	2333.50	2458.00	1470.53	1810.67
Male	14	-	1871.64	2800.00	2031.00	2704.00	2391.84	2365.62
Union	10	-	1871.64	2704.00	2116.83	2543.67	2404.77	2369.62
Non-union	4	-	2031.00	2800.00	2031.00	2800.00	2294.76	2355.13
Female	-	34	1050.00	2775.50	1213.10	2565.33	2023.19	2001.00
Union	-	18	1300.00	2775.50	1884.46	2752.00	2443.24	2291.17
Non-union	-	16	1050.00	2565.33	1189.78	2458.00	1504.50	1674.55
Industry Data								
Mfg. & Process.	3	6	1213.10	2800.00	2333.50	2565.33	1300.00	2114.61
Retail	-	6	1189.78	2310.88	1308.42	2133.37	1876.68	1712.64
Health & Educ.	5	6	1050.00	2474.00	2256.00	2474.00	1050.00	2176.72
Public Admin.	4	9	1509.00	2704.00	2400.67	2543.67	1808.82	2248.29
Firm Size Data								
1 - 19	1	2	1150.00	2800.00	1500.00	2800.00	1150.00	1816.67
20 - 49	3	3	1050.00	2540.00	1473.05	2031.00	1729.44	1896.76
50 - 99	1	5	1189.78	2333.50	1189.78	1468.00	1360.76	1521.75
100 - 399	1	13	1509.00	2775.50	1509.00	2565.33	1913.00	2104.05
400 Plus	8	11	1300.00	2752.00	2383.00	2543.67	2256.00	2407.41

Computer Operator, Junior (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	5	12	1169.78	2704.00	2412.48	2412.48	1637.09	2071.12
Saskatoon	3	7	1300.00	2775.50	2256.00	2565.33	1623.42	2130.42
Major Urban	-	3	1473.08	1715.67	1473.08	1715.67	1509.00	1565.91
Rural	2	3	1050.00	2458.00	2408.67	2458.00	1050.00	1800.32
Province wide	3	8	1150.00	2752.00	2383.00	2752.00	2543.67	2403.21

Computer Operator, Senior - 4143-110

Under general direction, operates and controls electronic digital computer to process business, scientific, engineering or other data. May wire control panels of peripheral equipment or insert program cards. Usually competent to work alone at the highest levels of all computer operations. May give some direction to juniors.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	27	29	1289.45	4122.81	2473.00	2700.00	1294.73	2514.88
Union	11	10	1788.00	2958.00	2559.00	2834.00	2958.00	2656.04
Non-union	16	19	1289.45	4122.81	2200.00	2671.00	1300.00	2430.19
Male	27	-	2000.00	4122.81	2165.00	3167.67	2833.33	2771.28
Union	11	-	2548.00	2958.00	2559.00	2958.00	2834.00	2766.42
Non-union	16	-	2000.00	4122.81	2166.25	3286.00	2820.67	2774.59
Female	-	29	1289.45	3000.00	1788.00	2834.00	2299.00	2276.18
Union	-	10	1788.00	2834.00	1943.50	2834.00	2666.34	2534.62
Non-union	-	19	1289.45	3000.00	1343.08	2700.00	2090.00	2140.16

Industry Data

Mfg. & Process.	8	6	1289.45	4122.81	2808.00	2671.00	3705.91	2684.69
Wholesale	8	1	1943.50	2958.00	2559.00	2958.00	2833.33	2633.98
Retail	4	3	1854.67	3166.67	2166.25	2227.88	3166.67	2293.21
Finance	-	3	2129.83	3000.00	2129.83	3000.00	2299.00	2476.28
Health & Educ.	4	3	1886.00	2879.28	2473.00	2473.00	2879.28	2415.47
Public Admin.	3	8	1788.00	2834.00	2834.00	2834.00	2591.33	2605.09

Firm Size Data

1 - 19	1	2	1289.45	4122.81	3000.00	4122.81	1289.45	3904.09
20 - 49	2	10	1300.00	3286.00	2465.00	3286.00	1914.75	2104.81
50 - 99	3	2	2000.00	2833.33	2050.00	2185.00	2833.33	2246.92
100 - 399	5	6	1854.67	3166.67	2700.00	2808.00	1854.67	2533.04
400 Plus	16	9	2065.00	3289.00	2548.00	2834.00	2958.00	2722.61

Geographic Area Data

Regina	8	6	1854.67	3289.00	2185.00	2659.00	3226.34	2636.20
Saskatoon	6	7	1943.50	3286.00	2473.00	2671.00	1943.50	2459.79
Major Urban	1	6	1300.00	3166.67	1300.00	2044.94	1886.00	1980.28
Rural	1	3	1289.45	4122.81	2700.00	4122.81	1538.73	2475.07
Province wide	9	7	2465.00	2958.00	2591.33	2834.00	2958.00	2749.19

Computer Peripheral Equipment Operator - 4143-114

Operates a variety of computer peripheral (ancillary) equipment that converts data from one form to another, and sorts, tabulates, reads and prints data.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	2	4	986.05	2926.00	2145.00	2926.00	1491.03	2205.14
Union	1	3	1996.00	2902.78	2275.00	2902.78	2070.50	2329.70
Female	.	4	986.05	2902.78	986.05	2902.78	2070.50	2007.46
Union	.	3	1996.00	2902.78	1996.00	2902.78	2145.00	2347.93

Shipping and Receiving Supervisor - 4150-114

Supervises and co-ordinates activities of workers engaged in packing, addressing, stamping, loading and shipping merchandise or material and, receiving, unpacking, sorting, and recording incoming merchandise or materials.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	44	1	6.80	23.58	11.14	20.56	14.84	15.02
Union	11	.	13.22	20.56	14.13	17.10	15.32	15.62
Non union	33	1	6.80	23.58	10.75	21.13	14.22	14.83
Male	44	.	6.80	23.58	10.75	20.27	14.80	14.98
Union	11	.	13.22	20.56	14.13	17.10	15.32	15.62
Non union	33	.	6.80	23.58	10.75	20.27	14.11	14.77
Industry Data								
Primary	7	.	11.14	21.93	11.14	20.20	11.15	15.08
Mfg. & Process	11	1	8.50	23.58	14.75	23.58	16.90	16.47
Trans., Comm & Util	3	.	13.85	21.13	13.85	21.13	15.53	16.84
Wholesale	8	.	10.75	17.94	10.75	17.53	14.96	14.56
Retail	8	.	6.80	14.11	8.75	14.11	13.44	12.08
Firm Size Data								
1 - 19	4	.	8.50	17.31	8.50	17.31	13.62	13.26
20 - 49	9	.	10.75	18.62	10.75	17.94	14.33	14.55
50 - 99	7	.	6.80	23.58	8.75	20.27	15.87	15.16
100 - 399	14	.	11.14	21.93	11.14	21.13	14.43	15.16
400 Plus	10	1	13.22	20.56	13.59	20.56	15.62	15.79
Geographic Area Data								
Regina	18	.	6.80	20.56	13.22	17.53	15.17	14.70
Saskatoon	16	1	10.75	23.58	11.15	17.28	14.75	14.70
Major Urban	4	.	13.35	21.13	13.35	21.13	17.72	17.48
Province wide	4	.	11.14	21.93	11.14	21.93	14.98	15.76

Parts Manager - 4150-118

Supervises and co-ordinates the work in a parts department of a garage or wholesale outlet.

(Monthly Rates) — Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	41	1	1473.05	5000.00	1800.00	3700.00	2413.10	2460.47
Male Non union	41	-	1473.05	5000.00	1800.00	3332.56	2400.00	2478.21
(Commission) Non union	4	-	2350.00	4400.00	2350.00	4400.00	2700.64	3037.82
Male Non union	4	-	2350.00	4400.00	2350.00	4400.00	2700.64	3037.82
Industry Data								
Wholesale	15	-	1500.00	3332.56	1800.00	3000.00	2426.20	2316.79
Retail	24	1	1473.05	5000.00	1800.00	4166.66	2250.00	2519.52
(Commission)	3	-	2350.00	4400.00	2350.00	4400.00	2726.28	3158.76
Firm Size Data								
1 - 19	21	-	1473.05	2750.00	1646.35	2600.00	2000.00	2075.98
20 - 49	14	1	1733.33	3700.00	2350.00	3700.00	2900.00	2661.50
50 - 99	5	-	1800.00	5000.00	1955.00	5000.00	2900.00	3164.33
Geographic Area Data								
Regina	7	-	1473.05	3000.00	1800.00	2775.00	2600.00	2336.15
Saskatoon	6	-	1500.00	5000.00	1906.30	4000.00	2950.00	3017.36
Major Urban	8	1	1733.33	3700.00	1800.00	3700.00	2400.00	2332.79
Minor Urban	9	-	1900.00	3200.00	2000.00	2800.00	2350.00	2390.00
Rural	9	-	1646.35	4166.66	1733.00	2616.66	1954.00	2260.32

Material Estimator, Construction - 4151-138

Prepares estimates of amount of materials and labour required for construction and repair projects. Records data on materials received and used on project.

(Monthly Rates) — Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	8	-	2167.00	3381.08	2300.00	3379.35	2686.15	2757.34
Non union	7	-	2167.00	3381.08	2300.00	2772.80	2686.15	2668.48
Industry Data								
Construction	8	-	2167.00	3381.08	2300.00	3379.35	2686.15	2757.34
Firm Size Data								
1 - 19	3	-	2300.00	3381.08	2300.00	3381.08	2772.80	2817.96
20 - 49	5	-	2167.00	3379.35	2686.15	3379.35	2686.15	2720.95
Geographic Area Data								
Major Urban	3	-	2772.80	3381.08	2772.80	3381.08	3379.35	3177.74

Service Salesperson - 4151-182

Prepares work orders of customers wanting vehicles repaired or service work done. Discusses service requirements with customers giving estimates and warranty advice. Schedules work within the garage. May make minor adjustments to vehicles.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	24	5	953.15	3100.00	1213.33	1950.00	1950.00	1737.88
Male								
Non-union	24	-	953.15	3100.00	1086.25	2400.00	1750.00	1802.02
Female								
Non-union	-	5	1100.00	1750.00	1350.00	1750.00	1350.00	1430.00
			Industry Data					
Retail	24	5	953.15	3100.00	1213.33	1950.00	1950.00	1737.88
			Firm Size Data					
1 - 19	3	1	1100.00	1950.00	1100.00	1400.00	1625.00	1537.50
20 - 49	11	1	953.15	2491.00	1039.80	2491.00	1580.00	1615.63
			Geographic Area Data					
Major Urban	9	2	953.15	1900.00	1039.80	1100.00	1580.00	1361.14

Receiving Clerk - 4153-122

Receives, unpacks and examines goods and verifies shipments received against bills of lading, invoices and other records.

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	50	4	8.77	16.32	9.95	15.77	13.48	12.62
Union	39	1	11.27	16.32	11.65	15.77	13.79	13.41
Non-union	11	3	8.77	15.38	8.56	9.81	10.97	10.35
Male	50	-	8.77	16.32	9.95	15.77	12.67	12.78
Union	39	-	11.27	16.32	11.65	15.77	13.53	13.43
Non-union	11	-	8.77	15.38	8.56	14.49	9.95	10.50
All Employees (Part time)	13	12	8.00	11.75	9.81	9.81	9.81	9.76
Non-union	13	10	8.00	9.81	9.56	9.81	9.81	9.62
Male								
Non-union	13	-	9.81	9.81	9.81	9.81	9.81	9.81
Female	-	12	8.00	11.75	9.81	10.97	9.81	9.92
			Industry Data					
Mfg. & Process.	14	-	8.77	15.38	11.68	14.93	11.65	11.94
Wholesale	22	-	8.56	16.32	8.90	15.77	14.23	13.73
Retail (Part time)	13	10	8.00	9.81	9.56	9.81	9.81	9.62
Health & Educ.	11	1	11.27	14.49	11.27	14.49	12.13	12.56
			Firm Size Data					
20 - 49	8	-	8.56	15.38	8.74	13.02	9.13	10.33
100 - 299	24	-	9.95	16.32	11.25	15.77	11.65	13.33
(Part time)	1	2	8.56	11.75	8.56	11.75	10.97	10.76
400 Plus	10	9	9.81	14.93	9.81	11.27	12.32	11.87

Receiving Clerk (continued)

(Hourly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	19	3	8.77	15.38	9.95	9.81	14.08	11.95
Saskatoon	16	-	6.56	16.32	9.36	15.77	15.77	13.70
Major Urban	12	-	11.65	14.49	11.65	12.30	11.65	11.64

Shipping Clerk - 4153-126

Arranges and prepares for dispatch of goods and keeps pertinent records. May weigh articles and attach postage or bill of lading.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full time)	81	6	6.60	20.65	12.66	20.65	14.40	14.09
Union	43	3	12.66	17.21	14.19	15.77	14.40	14.64
Non-union	8	3	6.60	20.65	6.92	14.75	11.38	11.80
Male	51	-	6.60	20.65	11.38	15.77	14.35	14.13
Union	43	-	12.66	15.77	14.19	15.77	14.40	14.67
Non-union	8	-	6.60	20.65	6.92	14.25	10.74	11.25
Female	-	6	10.28	17.21	12.66	14.75	13.77	13.74
Union	-	3	12.66	17.21	12.66	17.21	12.78	14.22

Industry Data

Mfg. & Process	28	4	6.92	20.65	12.66	14.19	14.35	14.09
Wholesale	21	-	6.60	15.77	11.09	15.77	15.77	14.19

Firm Size Data

20 - 49	6	2	6.60	14.75	6.74	14.75	12.02	11.63
50 - 99	5	2	10.28	14.40	10.28	14.40	14.40	13.56
100 - 399	35	2	12.66	17.21	14.19	15.77	14.43	14.79

Geographic Area Data

Regina	10	-	6.92	20.65	6.74	14.40	14.33	13.39
Saskatoon	40	4	6.60	17.21	13.58	15.77	14.46	14.45

Combined Shipper and Receiver - 4153-134

In a smaller establishment, performs the duties of both the shipping clerk and the receiving clerk.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full time)	52	1	6.75	18.24	8.74	16.88	13.54	13.01
Union	33	1	9.75	18.24	10.09	17.37	14.40	14.30
Non-union	19	-	6.75	14.40	7.00	13.53	10.40	10.70
Male	52	-	6.75	18.24	8.74	16.37	13.53	12.99
Union	33	-	9.75	18.24	10.09	17.16	14.35	14.30
Non-union	19	-	6.75	14.40	7.00	13.53	10.40	10.70
All Employees								
(Part time)	11	1	8.50	13.48	13.19	13.48	13.19	12.43
Non-union	10	1	8.50	13.19	13.19	13.19	13.19	12.34
Male	11	-	8.50	13.48	12.19	13.19	13.19	12.79

Combined Shipper and Receiver (continued)

(Hourly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process	21	1	6.75	18.24	9.67	17.37	14.44	13.99
Wholesale	9	-	7.00	14.43	7.79	13.63	10.40	10.62
Retail	5	-	6.40	12.92	6.80	12.80	8.40	9.39
Health & Edun.	3	-	9.98	13.54	9.98	13.54	13.26	12.26
Public Admin.	8	-	12.19	14.57	12.19	14.57	14.18	13.63

Firm Size Data

1 - 19	8	1	7.79	14.43	8.40	14.43	13.57	12.15
20 - 49	16	-	6.75	17.14	8.74	15.57	12.66	12.12
50 - 99	3	-	9.67	14.43	9.67	14.43	13.66	12.76
100 - 299	8	-	8.60	18.37	8.60	14.64	13.38	12.37
400 Plus	17	-	9.98	18.24	13.46	17.37	14.36	14.15

Geographic Area Data

Regina	27	-	6.75	9.24	9.23	15.00	14.18	12.80
Saskatoon	11	-	7.79	14.64	9.23	14.64	10.40	11.57
Major Urban	7	-	10.09	17.14	11.00	14.57	13.26	13.23
Minor Urban	4	1	8.80	14.43	8.45	14.43	9.75	10.74

Order Filler - 4155-066

Fills customers' orders and marks price of merchandise on order forms performing duties such as reading order, obtaining merchandise from bins or shelves, placing merchandise on conveyance or pushing hand truck to convey merchandise between work areas and, restocking shelves and bins.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full time)	67	5	5.00	15.37	6.25	15.37	12.12	11.06
Non union	46	4	5.00	14.14	6.24	14.14	8.56	9.17
Male	67	-	5.00	15.37	6.25	15.37	11.25	11.10
Non union	46	-	5.00	14.14	6.24	14.14	8.34	9.15
Female	-	5	6.92	15.37	9.37	15.37	10.15	10.56
Non union	-	4	6.92	11.07	6.92	11.07	9.76	9.39

Industry Data

Wholesale	65	5	5.00	15.37	6.25	15.37	12.81	11.13

Firm Size Data

1 - 19	17	3	5.00	12.92	6.25	6.92	8.67	8.48
20 - 49	23	1	6.60	14.14	6.25	14.14	9.97	10.33

Geographic Area Data

Regina	33	4	5.00	15.37	6.49	15.37	15.37	12.37
Saskatoon	22	1	6.24	14.14	6.80	14.14	11.54	10.77
Province wide	11	-	5.79	10.12	6.00	8.92	7.93	7.65

Storemen/women - 4155-126

Receives, stores, orders and issues supplies and merchandise and keeps records.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full time)	43	24	5.00	17.77	5.95	11.58	12.64	8.52
Union	20	10	11.27	16.79	11.58	12.93	13.21	12.78
Non union	23	14	5.00	17.77	5.00	6.75	7.69	6.89

Storemen/women (continued)

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Male	43	-	5.00	17.77	5.00	13.82	11.07	9.73
Union	20	-	11.27	16.79	11.27	14.84	12.32	12.83
Non union	23	-	5.00	17.77	5.00	9.25	6.25	7.03
Female	-	24	5.00	15.00	6.00	13.52	7.75	9.16
Union	-	10	11.27	15.09	11.27	14.49	12.32	12.67
Non union	-	14	5.00	6.50	5.00	6.50	6.75	6.64
All Employees (Part time)	8	8	5.00	11.93	5.50	11.36	9.79	8.68
Union	2	3	11.27	11.93	11.58	11.93	11.27	11.66
Non union	6	5	5.00	11.36	5.00	8.65	8.25	7.32
Male	8	-	5.00	11.58	5.00	11.58	6.00	7.36
Female	-	8	6.00	11.93	6.40	11.93	9.56	9.99
Union	-	3	11.27	11.93	11.27	11.93	11.93	11.71
Non union	-	5	6.00	11.36	6.40	11.36	8.40	8.36

Industry Data

Retail	22	14	5.00	11.07	5.00	6.75	7.35	6.59
(Part time)	6	4	5.00	8.65	5.00	8.40	7.13	6.92
Health & Educ	20	0	11.27	17.77	11.58	12.32	13.49	12.94
(Part time)	2	4	11.27	11.93	11.58	11.93	11.32	11.61

Firm Size Data

1 - 19	4	1	5.54	6.50	5.85	6.50	6.00	6.04
50 - 99	15	9	5.00	9.25	5.00	7.00	6.63	6.33
100 - 399	5	6	11.07	15.09	12.32	12.32	13.49	12.59
(Part time)	-	4	11.27	11.93	11.27	11.93	11.65	11.62
400 Plus	17	60	11.27	17.77	11.27	12.93	12.93	12.99

Geographic Area Data

Regina	16	14	5.00	17.77	5.00	11.27	12.93	9.74
Saskatoon	13	-	5.54	14.84	5.85	12.71	9.15	9.39
(Part time)	0	3	5.00	11.58	5.00	9.40	8.25	7.47
Major Urban	0	6	6.75	16.79	6.50	11.27	15.56	10.30
(Part time)	-	3	6.00	11.93	6.00	11.93	11.36	10.43
Minor Urban	2	4	6.60	15.09	13.48	14.49	11.76	12.20

Stock Records Clerk - 4169-130

Compiles stock records concerned with quantity, cost and type of material received, stored and issued in department, estimates needs and requisitions new stocks. May be responsible for safe custody of stock.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	55	35	950.00	3067.60	1606.00	2304.80	2748.51	2188.73
Union	25	12	1296.00	2733.67	1909.00	2116.27	2126.00	2286.83
Non union	30	23	950.00	3067.60	1706.25	2668.0u	3421.84	2253.01
Male	55	-	1250.00	3067.60	1706.25	3250.00	2126.00	2305.93
Union	25	-	1763.00	2738.67	1909.00	2450.50	2126.00	2130.41
Non union	30	-	1250.00	3067.60	1451.67	3421.84	2404.59	2452.u3
Female	-	35	950.00	3516.67	1250.00	2699.99	2116.27	2004.56
Union	-	12	1296.00	2502.24	1586.00	2450.50	2116.27	2025.83
Non union	-	23	950.00	3516.67	1100.00	3061.07	1973.89	1993.46
All Employees (Part time)	7	1	10.00	14.27	10.50	10.50	10.50	10.91

Stock Records Clerk (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	3	1	1250.00	3500.00	1250.00	2500.00	3129.17	2502.09
Mfg. & Process.	8	8	1100.00	3250.00	2171.45	2666.00	2175.00	2337.39
Wholesale	16	11	1025.00	3967.60	1770.00	2450.50	3421.84	2386.75
Retail	5	6	950.00	2358.00	1706.25	2175.00	950.00	1751.25
Health & Educ.	7	3	1586.00	2102.13	1586.00	1806.00	1909.00	1833.41
Public Admin.	16	4	1925.00	2738.67	2061.00	2116.27	2126.00	2187.04
Firm Size Data								
1 - 19	7	3	1025.00	2900.00	1500.00	2106.00	2500.00	2073.79
20 - 49	7	4	1451.67	2650.00	1770.00	1973.89	2306.56	2009.59
50 - 99	6	12	950.00	3250.00	2296.13	2350.00	1232.50	1907.08
100 - 399	9	11	1250.00	3500.00	2116.27	2666.00	1586.00	2292.13
400 Plus	26	5	1706.25	3967.60	1806.00	1855.00	2126.00	2386.20
Geographic Area Data								
Regina	25	8	1025.00	3967.60	1925.00	2450.50	2450.50	2423.67
Saskatoon	18	16	950.00	2900.00	1500.00	2273.00	2775.00	1910.17
Major Urban	5	7	1586.00	2685.00	2116.27	2116.27	1586.00	2125.62
Rural	6	3	1417.59	3500.00	2102.13	2666.00	3215.00	2533.49

Tool-Crib Attendant - 4155-142

Requisitions, receives, stores and issues hand tools, dies, and equipment such as measuring devices and materials in industrial and other establishments. May inspect safety equipment such as belts and ropes, and recommend replacement as required.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	8	1	1925.36	3301.37	2352.00	3301.37	2363.83	2467.83
Union	7	1	1925.36	3301.37	2363.83	3301.37	2453.07	2482.31
Male	8	-	1925.36	3301.37	2352.00	2571.77	2363.83	2473.04
Union	7	-	1925.36	3301.37	2363.83	2571.77	2363.83	2490.33
Industry Data								
Primary	3	1	2426.20	3301.37	2426.20	2542.31	2936.57	2710.41
Firm Size Data								
100 - 399	4	1	1925.36	3301.37	2462.20	2542.31	2571.77	2553.40

Medical Record Librarian - 4161-110

Compiles and maintains medical records and statistics of hospital and clinic patients. Codes, indexes and files records of diagnoses, diseases and treatments. Compiles statistics such as, reports on admissions, births, deaths, transfers and discharges.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	1	64	1735.45	2845.61	1844.67	2577.50	2067.47	2086.76
Union	1	50	1735.45	2845.61	1844.67	2486.99	1998.15	2041.54
Non-union	-	14	2044.97	2828.26	2050.94	2603.25	2096.42	2251.50
Female	-	64	1735.45	2845.61	1844.67	2577.50	2067.47	2085.93
Union	-	50	1735.45	2845.61	1844.67	2486.99	2002.48	2039.57
Non-union	-	14	2044.97	2828.26	2050.94	2603.25	2096.42	2251.50

Medical Record Librarian (continued)

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Part-time)	-	38	10.25	15.58	10.66	11.93	11.27	11.53
Union	-	29	10.25	12.32	10.66	11.93	11.27	11.45
Non-union	-	9	10.26	15.58	10.49	12.76	11.27	11.77
Industry Data								
Health & Educ.	1	57	1735.45	2845.61	1844.67	2396.12	2057.26	2060.32
(Part-time)	-	38	10.25	15.58	10.66	11.93	11.27	11.53
Firm Size Data								
20 - 49	-	5	1998.15	2067.47	2067.47	2067.47	2067.47	2053.61
(Part-time)	-	25	10.25	15.58	10.66	12.32	11.27	11.55
50 - 99	-	9	1847.38	2522.22	2051.87	2268.50	2067.47	2114.15
(Part-time)	-	4	11.27	11.93	11.27	11.93	11.93	11.77
100 - 399	-	10	2006.81	2845.61	2067.47	2828.26	2067.47	2290.11
(Part-time)	-	5	10.97	11.93	11.07	11.93	11.93	11.57
400 Plus	1	40	1735.45	2608.00	1831.38	2577.50	1881.75	2035.20
Geographic Area Data								
Regina	-	15	1891.00	2608.00	2050.94	2608.00	2133.00	2220.23
Major Urban	-	10	1735.45	2603.25	1844.67	2067.47	1844.67	1931.89
Minor Urban	1	11	2006.81	2845.61	2006.81	2828.26	2067.47	2275.80
(Part-time)	-	4	10.97	11.93	10.97	11.93	11.60	11.53
Rural	-	12	1847.38	2522.22	1998.15	2067.47	2067.47	2079.95
(Part-time)	-	29	10.25	15.58	10.66	12.18	11.73	11.60

File Clerk - 4161-134

Files papers, documents and other data according to subject matter or other filing system.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	10	149	1061.00	2380.04	1170.00	1763.67	1672.67	1676.13
Union	9	141	1069.90	2380.04	1540.00	1763.67	1697.00	1696.82
Non-union	1	8	1061.00	1655.00	1061.00	1550.00	1170.00	1331.25
Male	10	-	1131.00	2296.67	1540.00	1720.33	1640.00	1656.33
Union	9	-	1131.00	2296.67	1540.00	1720.33	1625.00	1656.48
Female	-	149	1061.00	2380.04	1590.00	1763.67	1697.00	1677.46
Union	-	141	1069.90	2380.04	1590.00	1763.67	1697.00	1699.40
Non-union	-	8	1061.00	1642.12	1126.45	1550.00	1210.00	1290.78
All Employees								
(Part-time)	1	22	5.00	11.82	5.00	10.20	8.76	8.29
Union	-	6	9.03	11.82	9.03	11.16	9.03	9.85
Non-union	1	16	5.00	10.20	5.00	8.87	8.76	7.73
Female	-	22	5.00	11.82	5.00	10.20	8.82	8.40
Union	-	6	9.03	11.82	9.03	11.16	9.03	9.85
Non-union	-	16	5.00	10.20	5.00	8.87	8.76	7.86

File Clerk (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Wholesale	2	17	1069.90	2296.67	1069.90	1644.00	1590.00	1669.74
Finance	1	8	1061.00	1847.00	1061.00	1847.00	1131.00	1343.63
(Part-time)	1	6	5.78	10.20	6.00	9.03	9.03	8.30
Health & Educ.	1	7	1126.45	1697.00	1126.45	1697.00	1697.00	1620.43
(Part-time)	-	11	5.00	11.16	5.00	8.76	8.49	7.74
Public Admin.	6	109	1625.00	1995.50	1625.00	1763.67	1720.33	1705.71
Firm Size Data								
20 - 49	-	3	1126.45	1642.12	1126.45	1642.12	1126.67	1298.41
(Part-time)	-	11	5.00	10.20	5.00	8.76	8.49	7.66
50 - 99	1	6	1061.00	1550.00	1061.00	1400.00	1131.00	1236.29
100 - 399	2	14	1069.90	2380.04	1069.90	2296.67	1799.33	1796.88
(Part-time)	-	6	6.00	11.82	9.03	9.03	9.03	8.99
400 Plus	7	126	1540.00	1995.50	1590.00	1763.67	1697.00	1693.28
Geographic Area Data								
Regina	-	13	1126.67	1995.50	1170.00	1837.46	1697.00	1611.47
(Part-time)	1	6	5.78	11.82	8.87	11.16	8.87	9.18
Saskatoon	2	13	1061.00	2380.04	1061.00	2296.67	1409.00	1629.54
Province-wide	7	120	1400.00	1763.67	1590.00	1763.67	1672.67	1688.41

Medical/Dental Receptionist - 4171-118

Greets patients coming into offices, ascertains their wants and schedules appointments. May accept payment for services and record receipt of payment. May perform a variety of clerical duties such as typing and filing.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	-	130	920.83	2680.00	1247.76	2006.81	1824.81	1717.78
Union	-	53	1633.13	2351.68	1748.06	1953.09	1881.75	1874.73
Non-union	-	77	920.83	2680.00	1137.50	2112.50	1584.60	1609.75
All Employees								
(Part-time)	-	66	5.00	14.02	7.50	11.58	11.19	10.30
Union	-	37	9.43	11.58	10.66	11.58	11.43	11.23
Non-union	-	29	5.00	14.02	7.35	12.00	8.10	9.11
Industry Data								
Health & Educ.	-	130	920.83	2680.00	1247.76	2006.81	1824.81	1717.78
(Part-time)	-	66	5.00	14.02	7.50	11.58	11.19	10.30
Firm Size Data								
1 - 19	-	70	920.83	2680.00	1118.00	2123.80	1562.65	1585.76
(Part-time)	-	23	5.00	14.00	6.50	11.25	8.07	8.49
20 - 49	-	10	1508.00	1938.63	1633.13	1883.38	1798.88	1759.05
(Part-time)	-	11	8.32	14.02	9.43	11.60	10.97	10.88
50 - 99	-	8	1841.67	2351.68	1901.10	2112.50	1986.04	2029.16
(Part-time)	-	5	10.05	12.85	10.97	12.85	11.12	11.25
100 - 399	-	8	1824.61	2006.81	1901.10	1953.09	1953.09	1930.75
(Part-time)	-	8	10.66	11.58	10.66	11.43	11.27	11.14
400 Plus	-	34	1748.06	1931.54	1748.06	1931.54	1863.21	1854.08

Medical/Dental Receptionist (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	-	30	1000.00	2680.00	1218.75	2150.00	1773.47	1758.19
(Part-time)	-	9	7.50	12.00	7.50	11.25	8.03	9.15
Saskatoon	-	30	1200.00	2112.50	1400.00	1881.75	1847.48	1744.04
(Part-time)	-	21	6.00	14.00	11.27	11.58	11.58	11.40
Major Urban	-	26	920.83	2123.80	1224.17	1905.00	1844.67	1642.28
Minor Urban	-	20	1116.27	2351.68	1500.00	2006.81	1824.81	1777.90
(Part-time)	-	12	7.35	11.60	8.25	11.58	11.20	10.62
Rural	-	24	1000.00	2168.82	1257.59	2083.00	1642.79	1666.15
(Part-time)	-	22	5.00	14.02	7.50	11.27	10.17	9.75

Mailer - 4173-134

Sorts and counts newspapers for distribution. Operates machinery such as stackers, labellers, bundle wrappers and tying machines. May insert preprinted newspapers or advertising sections.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	13	2	5.75	19.67	7.00	10.53	16.11	14.18
Male								
Non-union	13	-	5.75	19.67	8.25	18.89	13.89	14.37
All Employees (Part-time)								
Non-union	2	5	5.00	18.89	5.00	18.89	5.00	7.38
Industry Data								
Mfg. & Process.	13	2	5.75	19.67	7.00	10.53	16.11	14.18
(Part-time)	2	5	5.00	18.89	5.00	18.89	5.00	7.38
Firm Size Data								
20 - 49	4	1	5.75	13.75	7.00	8.25	12.75	9.50

Switchboard Operator - 4175-114

Operates a telephone switchboard to relay incoming, outgoing and inter-office calls. May keep record of calls placed and toll charges. May perform clerical duties such as typing and filing. May perform duties of receptionist.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	3	83	833.38	2775.50	1125.00	2116.27	1412.67	1570.01
Union	1	37	1174.33	2775.50	1174.33	2283.00	1710.82	1702.77
Non-union	2	46	833.38	2466.68	1040.00	1775.00	1366.25	1464.90
Male	3	-	1332.50	2466.68	1332.50	2466.68	2346.07	2048.42
Female	-	83	833.38	2775.50	1174.33	2141.99	1412.67	1552.71
Union	-	37	1174.33	2775.50	1174.33	2283.00	1728.00	1685.39
Non-union	-	46	833.38	2466.68	1100.00	1775.00	1400.00	1446.00
All Employees (Part-time)	-	22	5.00	10.65	5.50	10.52	8.60	8.65
Non-union	-	16	5.00	10.65	7.92	10.52	10.13	9.27

Switchboard Operator (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	1	7	1775.00	2466.68	1775.00	2141.99	2057.07	2139.15
Mfg. & Process.	-	11	1213.10	2775.50	1213.10	2400.67	1733.33	1842.94
Trans., Comm. & Util.	2	21	1174.33	2346.07	1174.33	1332.50	1174.33	1336.78
Wholesale	-	7	1146.95	2340.00	1400.00	2176.20	1500.00	1641.88
Retail	-	13	833.38	1560.00	1000.00	1559.70	1125.00	1204.45
(Part-time)	-	10	5.00	10.52	7.57	10.52	10.13	9.26
Health & Educ.	-	4	1586.00	1781.00	1586.00	1781.00	1706.50	1695.00
Service	-	10	1210.00	2183.00	1412.67	1750.00	1565.07	1595.51
Public Admin.	-	8	1407.99	2116.27	1693.64	1912.00	1761.20	1771.84
Firm Size Data								
20 - 49	-	26	1039.80	2176.20	1174.33	1716.00	1174.33	1340.83
50 - 99	-	17	833.38	2183.00	1125.00	1750.00	1400.00	1400.45
100 - 399	3	29	1100.00	2775.50	1100.00	2283.00	1573.00	1727.06
(Part-time)	-	12	7.57	10.65	7.92	10.65	9.56	9.31
400 Plus	-	10	1640.00	2400.67	1728.00	2327.00	1988.54	1987.52
Geographic Area Data								
Regina	-	15	1300.00	2327.00	1400.00	2176.20	1716.00	1690.65
Saskatoon	-	36	1000.00	2775.50	1146.95	2183.00	1205.00	1442.76
(Part-time)	-	12	5.50	10.65	5.50	10.65	8.94	8.65
Major Urban	1	16	833.38	2346.07	1039.80	1781.00	1693.64	1600.43
Minor Urban	-	5	1528.00	2057.07	1775.00	2057.07	2057.07	1894.84
Rural	-	3	1213.10	2141.99	1213.10	2141.99	2091.67	1815.59

Bank Messenger - 4177-110

Collects and delivers cheques, securities, mail and other items.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	2	1	1263.17	2207.84	1310.83	1263.17	2207.84	1593.95
Industry Data								
Finance	2	1	1263.17	2207.84	1310.83	1263.17	2207.84	1593.95

Office Person - 4179-130

Performs any combination of general duties in government office or business office of commercial or industrial establishment such as: furnishing workers with clerical supplies such as paper, pencils and pens; distributing and dispatching mail. May file correspondence, reports and invoices.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	2	6	650.00	1819.00	1451.67	1775.00	1517.11	1425.51
Non-union	2	4	650.00	1819.00	1451.67	1775.00	1025.00	1355.95
Female	-	6	650.00	1819.00	1400.00	1775.00	1634.22	1485.41
Non-union	-	4	650.00	1819.00	650.00	1819.00	1587.50	1411.00
Firm Size Data								
20 - 49	1	3	650.00	1634.22	1451.67	1634.22	1142.11	1342.53
Geographic Area Data								
Regina	1	3	1040.00	1634.22	1040.00	1634.22	1517.11	1427.11

Adjuster - 4192-110

Investigates and adjusts claims for loss or damages filed under an insurance policy or determines company's liability in claim or other action.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	4	1460.00	3360.00	1890.00	1985.00	2600.00	2351.00
Male Non-union	17	-	1460.00	3360.00	1985.00	2755.00	2350.00	2400.35
Industry Data								
Finance	17	4	1460.00	3360.00	1890.00	1985.00	2600.00	2351.00

Claims Examiner - 4192-118

Reviews settled insurance claims to ensure that payments and settlements have been made according to company practices and procedures.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	8	1640.00	3250.00	2016.00	3250.00	1815.42	2150.48
Non-union	2	4	1800.00	3250.00	1885.00	3250.00	1815.42	2365.47
Female	-	8	1640.00	2382.00	1640.00	2016.00	1857.92	1901.23
Industry Data								
Finance	2	8	1640.00	3250.00	2016.00	3250.00	1815.42	2150.48

Desk Clerk - 4194-110

Accommodates hotel patrons by performing any combination of the following duties: registers guests and assigns rooms to them; makes and confirms reservations by letter or telephone; settles guests' complaints in the absence of the manager or assistant manager; presents statements to departing guests and collects payments.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	8	28	5.00	9.38	7.17	8.08	5.95	6.67
Non-union	7	24	5.00	9.38	7.00	8.08	5.50	6.59
Male	8	-	6.50	9.38	6.75	7.70	7.09	7.37
Non-union	7	-	6.50	9.38	6.75	7.70	7.00	7.40
Female	-	28	5.00	9.25	5.00	8.08	6.40	6.47
Non-union	-	24	5.00	9.25	5.00	8.50	6.00	6.35
All Employees (Part-time)								
Non-union	2	5	5.00	8.00	5.00	8.00	5.00	5.97
Female								
Non-union	-	5	5.00	6.80	5.00	6.80	5.00	5.36
Industry Data								
Service	8	28	5.00	9.38	7.17	8.08	5.95	6.67
(Part-time)	2	5	5.00	8.00	5.00	8.00	5.00	5.97

Desk Clerk (continued)

(Hourly Rates) — **Firm Size Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	5	10	5.00	9.38	6.75	8.50	6.00	7.11

General Office Clerk, Junior - 4197-114

Under close supervision, performs a wide range of clerical duties such as, copying, recording, compiling and otherwise processing information. Duties of routine and repetitive nature; requires no knowledge of systems or procedures.

(Monthly Rates) — **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	21	155	606.67	2408.87	1900.00	2070.00	1605.52	1628.64
Union	10	95	1160.00	2408.87	1165.00	2070.00	1697.00	1766.87
Non-union	11	60	606.67	2200.00	1550.00	1718.17	1325.00	1424.20
Male	21	-	1083.13	2139.26	1187.11	1900.00	1661.00	1555.31
Union	10	-	1545.00	2139.26	1545.00	1697.00	1697.00	1705.97
Non-union	11	-	1083.13	1949.63	1087.67	1900.00	1256.43	1418.34
Female	-	155	606.67	2408.87	1199.99	2070.00	1649.82	1638.57
Union	-	95	1160.00	2408.87	1545.00	2070.00	1697.00	1773.28
Non-union	-	60	606.67	2200.00	1039.80	1733.00	1412.40	1425.27
All Employees (Part-time)	4	69	5.00	10.90	5.00	10.00	9.37	8.64
Union	3	25	5.00	10.90	5.00	10.16	8.49	8.78
Non-union	1	44	5.00	10.00	5.75	9.52	9.37	8.56
Male	4	-	8.49	10.90	8.49	10.90	10.25	9.97
Union	3	-	8.49	10.90	8.49	10.90	10.50	9.96
Female	-	69	5.00	10.50	5.75	10.00	9.37	8.57
Union	-	25	5.00	10.50	6.00	10.16	9.35	8.63
Non-union	-	44	5.00	9.52	5.75	9.52	9.37	8.53
Industry Data								
Mfg. & Process.	3	8	606.67	1949.63	1386.67	1684.48	1061.67	1316.74
Trans., Comm. & Util.	1	9	866.50	1788.00	866.50	1695.00	1162.50	1356.80
Wholesale	1	20	1990.00	2200.00	1990.00	2200.00	2070.00	2076.63
Retail	6	29	953.15	1900.00	1550.00	1603.03	1325.00	1381.91
(Part-time)	1	35	5.00	10.00	5.00	9.37	8.49	7.96
Finance	2	9	1160.00	1744.17	1718.17	1733.75	1300.00	1473.06
(Part-time)	1	2	5.75	10.00	10.00	6.00	5.75	7.25
Health & Educ.	8	63	1251.25	1863.00	1697.00	1852.00	1649.82	1661.20
(Part-time)	1	30	7.40	10.50	9.35	10.16	9.52	9.64
Firm Size Data								
1 - 19	3	5	812.00	1949.63	1600.00	1733.75	1031.00	1518.28
(Part-time)	1	3	5.00	10.00	10.00	6.00	5.25	6.63
20 - 49	3	20	866.50	2200.00	2139.26	2200.00	1213.10	1559.96
(Part-time)	-	7	5.00	9.27	5.00	8.78	6.00	6.67
50 - 99	-	14	953.15	1744.17	996.48	1718.17	1412.40	1427.61
(Part-time)	-	6	5.00	8.69	6.15	8.69	7.20	7.16
100 - 399	6	26	606.67	1900.00	1400.00	1649.82	1398.01	1447.17
(Part-time)	1	33	5.03	10.00	6.00	9.52	9.52	8.82
400 Plus	9	90	1061.67	2408.87	1118.00	2070.00	1697.00	1740.59
(Part-time)	2	20	9.37	10.90	9.37	10.16	9.37	9.77

General Office Clerk, Junior (continued)

(Monthly Rates) — Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	9	43	606.67	2139.26	1550.00	1852.00	1497.71	1518.79
(Part-time)	3	20	8.49	10.90	10.90	9.37	9.37	9.21
Saskatoon	7	48	812.00	2200.00	1697.00	1697.00	1596.00	1642.88
Major Urban	1	9	1040.00	1863.00	1040.00	1863.00	1863.00	1683.55
(Part-time)	-	14	5.03	10.00	5.10	9.72	8.69	7.93
Minor Urban	2	21	953.15	2408.87	953.15	2408.87	1412.40	1650.09
(Part-time)	-	4	5.00	6.15	5.00	6.15	5.50	5.54
Rural	1	15	866.50	1649.82	866.50	1649.82	1649.82	1436.38
(Part-time)	-	23	5.00	9.52	5.50	9.52	9.52	8.55
Province-wide	1	19	1396.01	2070.00	1608.02	2070.00	2070.00	1976.75

General Office Clerk, Intermediate - 4197-114

Under limited supervision, performs a wide range of clerical duties such as, copying, recording, compiling and otherwise processing information. Duties of semi-routine nature.

(Monthly Rates) — Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	62	242	910.00	3000.00	2383.00	2502.24	1716.00	1991.94
Union	55	123	1256.62	2587.00	2383.00	2466.06	1853.00	2174.75
Non-union	7	119	910.00	3000.00	1180.00	2123.33	1709.50	1733.67
Male	62	-	910.00	3000.00	2161.29	2587.00	2502.24	2428.42
Union	55	-	2090.92	2587.00	2346.07	2587.00	2542.80	2489.12
Non-union	7	-	910.00	3000.00	1635.83	2600.00	1820.00	1951.50
Female	-	242	937.73	2587.00	1430.00	2383.00	1853.00	1880.11
Union	-	123	1256.62	2587.00	1542.00	2459.77	2064.00	2034.18
Non-union	-	119	937.73	2500.00	1250.00	2147.17	1709.50	1720.86
All Employees								
(Part-time)	2	120	6.50	15.08	8.99	10.52	10.52	10.21
Union	2	5	8.91	12.19	12.18	12.19	11.98	11.63
Non-union	-	115	6.50	15.08	9.35	10.52	10.52	10.13
Female	-	120	6.50	15.08	9.35	10.52	10.52	10.21
Union	-	5	11.80	12.19	11.98	12.19	12.18	12.07
Non-union	-	115	6.50	15.08	9.35	10.52	10.52	10.13
Industry Data								
Primary	7	13	1126.45	3000.00	2466.06	2466.06	1907.50	2195.79
Mfg. & Process.	3	9	1375.00	2600.00	2028.00	2273.00	1737.67	1971.55
Trans., Comm. & Util.	49	39	1250.00	2587.00	2346.07	2459.77	2587.00	2285.82
Wholesale	2	30	910.00	2383.00	1040.00	2383.00	2383.00	2008.23
Retail	-	33	1256.62	1750.33	1521.55	1709.50	1709.50	1659.93
Finance	1	54	1116.00	2340.00	1237.00	2340.00	1716.00	1799.47
(Part-time)	-	9	7.00	15.08	7.52	12.00	9.35	9.89
Health & Educ.	-	55	1050.00	2163.00	1683.00	2163.00	1853.00	1828.15
Service	-	3	1728.00	2250.00	1728.00	2250.00	1888.00	1955.33
Firm Size Data								
1 - 19	3	17	910.00	2600.00	2340.00	2600.00	2142.00	2055.14
(Part-time)	-	6	7.00	15.08	8.00	12.00	10.47	10.50
20 - 49	1	36	1050.00	3000.00	1180.83	1728.00	1430.00	1523.35
50 - 99	11	25	1126.45	2587.00	2103.83	2459.77	1509.00	1976.59
(Part-time)	1	14	6.50	9.42	9.42	9.42	9.42	9.19
100 - 399	39	41	1521.55	2587.00	2380.04	2459.77	1521.55	2236.02
(Part-time)	-	20	7.65	11.00	8.00	10.13	10.13	9.57
400 Plus	8	123	937.73	2466.06	1684.00	2383.00	1853.00	1969.79
(Part-time)	1	77	10.52	12.19	10.52	10.52	10.52	10.62

General Office Clerk, Intermediate (continued)

(Monthly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	3	92	937.73	2340.00	1250.00	2249.00	1709.50	1828.81
(Part-time)	1	87	7.00	15.08	8.99	10.52	10.52	10.33
Saskatoon	14	79	1455.00	2587.00	2025.83	2587.00	1739.00	1916.44
(Part-time)	-	14	10.13	12.19	10.13	12.19	10.13	10.63
Major Urban	25	20	1375.00	2587.00	2346.07	2502.07	2587.00	2302.61
Minor Urban	7	14	1126.45	2600.00	2466.06	2466.06	1521.55	2064.31
Rural	-	9	1050.00	2183.34	1116.00	2120.00	1256.62	1411.41
(Part-time)	1	3	8.00	12.00	8.91	12.00	8.76	9.61
Province-wide	13	28	910.00	3000.00	2383.00	2459.77	2208.00	2290.53

General Office Clerk, Senior - 4197-114

Under little or no direct supervision, performs a wide range of clerical duties such as, copying, recording, compiling and otherwise processing information. Duties of advanced or complicated nature.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	35	168	[illegible]12	3825.00	2752.00	2756.69	2079.60	2269.36
Union	26	76	[illegible]75	3420.00	2752.00	2756.69	2163.00	2469.08
Non-union	9	92	935.82	3825.00	1065.80	2556.00	1880.67	2067.67
Male	35	-	1126.68	3825.00	2426.67	2948.00	2756.69	2695.22
Union	26	-	2163.00	3003.87	2661.36	2902.12	2753.69	2764.12
Non-union	9	-	1126.68	3825.00	1791.00	3334.00	2491.67	2496.15
Female	-	168	935.82	3420.00	1713.00	2752.00	2163.00	2180.65
Union	-	76	1699.75	3420.00	1802.32	2752.00	2249.00	2368.15
Non-union	-	92	935.82	2900.00	1581.67	2556.00	1913.01	2025.75
All Employees								
(Part-time)	-	33	5.00	16.47	9.25	11.42	11.11	10.71
Non-union	-	31	5.00	16.47	9.25	11.42	11.11	10.67
Industry Data								
Primary	3	16	2150.00	3825.00	2630.69	3825.00	2333.34	2525.60
Mfg. & Process.	2	11	1630.74	2600.00	2491.67	2583.00	2028.00	2172.16
Trans., Comm. & Util.	24	14	1300.00	3003.87	2704.00	2704.00	2902.12	2691.27
Wholesale	2	33	1126.68	3420.00	1674.17	2752.00	2652.00	2415.53
Retail	-	29	935.82	1805.38	1581.67	1805.38	1805.38	1719.18
(Part-time)	-	16	5.00	11.11	10.85	11.11	11.11	10.69
Finance	-	22	1300.00	2800.00	1713.00	2800.00	2493.84	2307.03
(Part-time)	-	5	10.00	16.47	11.39	16.47	11.42	12.32
Health & Educ.	2	29	1829.00	2546.00	1886.00	2163.00	2163.00	2108.65
(Part-time)	-	10	8.97	12.25	9.25	10.97	9.42	9.84
Service	1	2	1791.00	2929.33	1791.00	2929.33	1800.00	2173.44
Public Admin.	1	12	1500.00	2948.00	1500.00	2249.00	1699.75	1934.25
Firm Size Data								
1 - 19	3	21	1126.68	3334.00	2800.00	3334.00	1854.01	2156.16
(Part-time)	-	3	11.39	16.47	11.39	16.47	11.42	13.09
20 - 49	4	19	1300.00	3825.00	2176.20	2491.67	1886.00	2051.46
(Part-time)	-	13	8.97	12.30	9.25	12.25	9.42	10.16
50 - 99	7	17	935.82	3003.87	2530.67	2756.69	1796.84	2269.96
100 - 399	19	33	1456.00	2948.00	2704.00	2704.00	1763.67	2374.49
400 Plus	2	78	1805.38	3420.00	1805.38	2752.00	2163.00	2297.46

General Office Clerk, Senior (continued)

(Monthly Rates)

Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	3	59	1300.00	2948.00	1763.67	2600.00	1860.42	2115.17
(Part-time)	-	18	10.00	16.47	10.85	12.25	11.11	11.46
Saskatoon	12	41	1646.35	2910.79	2413.67	2661.36	2163.00	2257.30
(Part-time)	-	5	11.03	11.42	11.03	11.42	11.21	11.18
Major Urban	8	11	1699.75	2902.12	1928.33	2708.68	1699.75	2243.92
Minor Urban	1	19	1300.00	2900.00	1581.67	2630.69	2207.50	2251.21
Rural	-	12	935.82	2583.00	1065.80	2333.34	1855.17	1807.36
(Part-time)	-	9	5.00	10.00	8.97	9.42	9.42	8.91
Province-wide	11	26	1126.68	3825.00	2752.00	2756.69	2704.00	2717.74

Meter Reader - 4199-234

Reads water, electric and/or gas meters and records volume used by residential and commercial consumers. May take applications for new service.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	79	32	9.07	17.53	12.90	14.70	14.75	14.21
Male Union	79	-	9.07	17.53	12.49	15.14	14.72	14.20
Female Union	-	32	11.80	14.75	13.78	14.75	14.70	14.25
All Employees (Part-time) Union	1	5	9.51	14.72	9.51	14.72	9.51	12.12

Industry Data

Trans., Comm. & Util.	55	31	13.67	17.53	13.84	14.70	14.75	14.49
Public Admin.	24	1	9.07	15.14	11.60	15.14	13.07	13.26

Firm Size Data

100 - 399	12	10	11.47	17.53	11.94	14.70	16.12	13.73
400 Plus	63	22	11.60	15.14	13.81	14.70	14.75	14.45

Geographic Area Data

Major Urban	6	1	11.80	14.03	11.97	14.03	12.90	12.58
Minor Urban	6	-	9.07	12.86	10.93	11.94	11.68	11.36

Order Clerk - 4199-186

Processes merchandise orders received from customers by mail, telephone or in person. May contact customer to verify delivery of order.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	43	57	1126.45	3186.99	1890.01	2504.67	1428.00	2137.85
Union	9	34	1586.00	3186.99	2504.67	2504.67	2176.20	2350.15
Non-union	34	23	1126.45	3025.00	1529.67	2273.00	2682.03	1977.69
Male	43	-	1126.45	3025.00	1473.05	2682.03	2116.27	2151.07
Union	9	-	2116.27	2946.10	2382.88	2663.51	2504.67	2491.57
Non-union	34	-	1126.45	3025.00	1473.05	2682.03	1995.00	2060.94

Order Clerk (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Female	-	57	1126.67	3186.99	1399.99	2603.92	2273.00	2127.87
Union	-	34	1586.00	3186.99	1835.00	2603.92	2400.67	2312.71
Non-union	-	23	1126.67	2900.00	1250.00	2682.03	1683.00	1854.63
All Employees (Part-time)								
Non-union	-	3	7.10	11.36	7.10	11.36	8.75	9.07
Industry Data								
Primary	2	5	1835.00	3186.99	2722.54	2946.10	2025.00	2497.34
Mfg. & Process.	14	19	1250.00	3025.00	1529.67	2400.67	1399.99	2052.61
Wholesale	23	18	1126.45	2829.34	1990.00	2504.67	2682.03	2300.88
Retail	2	4	1127.00	2900.00	1600.00	1975.00	1291.50	1734.67
Health & Educ.	1	6	1586.00	2163.00	1586.00	2163.00	1586.00	1830.23
Firm Size Data								
1 - 19	7	3	1126.45	2700.00	1350.00	1456.00	2299.00	1795.61
20 - 49	15	16	1126.67	3025.00	1800.00	2371.68	1126.67	2072.43
50 - 99	8	7	1250.00	2795.00	1473.05	2682.03	2795.00	2114.26
100 - 399	11	22	1399.99	3186.99	1915.33	2504.67	2025.00	2240.53
Geographic Area Data								
Regina	15	19	1126.45	3025.00	1915.33	2682.03	1641.50	2252.42
(Part-time)	-	3	7.10	11.36	7.10	11.36	8.75	9.07
Saskatoon	13	25	1126.67	2504.67	2382.88	2504.67	1864.50	2183.75
Major Urban	4	7	1127.00	2116.27	1800.00	2116.27	1586.00	1720.17
Rural	6	4	1473.05	3186.99	1473.05	2025.00	2870.55	2086.39
Province-wide	5	2	1410.00	2722.54	1767.00	2062.67	2078.00	2062.03

Department Manager - 5130-110

Supervises and co-ordinates activities of workers engaged in sales to customers and stocking shelves and displays with merchandise. Orders merchandise, supplies and equipment. Plans department layout, shelf arrangement, signs and displays.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	264	155	875.88	4215.00	1865.00	1960.00	3033.33	2170.79
Non-union	214	144	875.88	4215.00	1852.98	1924.00	3082.50	2093.08
Male	264	-	962.00	4166.67	1839.50	3276.00	2548.00	2514.14
Non-union	214	-	962.00	4166.67	1735.00	3276.00	2443.49	2470.71
Female	-	155	875.88	4215.00	875.88	2514.98	1300.00	1586.00
Non-union	-	144	875.88	4215.00	875.88	2433.34	1273.00	1531.89
Industry Data								
Mfg. & Process.	7	4	1700.00	3749.98	1849.99	2250.00	2950.00	2334.09
Retail	255	133	875.88	4215.00	1852.98	1960.00	2952.21	2189.89
Firm Size Data								
1 - 19	26	13	962.00	3749.98	1443.00	1700.00	2339.55	1844.94
20 - 49	23	6	1100.00	3276.00	1200.00	1839.50	2351.09	2100.59
50 - 99	79	33	1083.13	4073.33	1729.17	1833.34	2600.00	2171.78
100 - 399	133	85	875.88	4215.00	2080.00	2433.34	3115.00	2272.44
Geographic Area Data								
Regina	32	34	1083.13	3850.00	1852.98	1924.00	1091.57	1985.13
Saskatoon	19	27	1150.00	3749.98	1273.00	3075.00	1253.34	2096.69
Major Urban	43	13	1100.00	4166.67	1960.00	2000.00	2718.34	2435.20
Minor Urban	63	20	1213.10	4215.00	2024.97	2250.00	2946.10	2580.52
Rural	56	50	875.88	3879.98	1345.00	1730.00	2775.00	1597.99

Store Manager - 5130-114

Plans, organizes, directs and controls operations of retail trade establishments.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	97	57	796.43	6775.00	1698.34	2250.00	3584.34	2495.18
Union	32	3	2408.51	2663.92	2408.51	2663.92	2663.92	2570.62
Non-union	65	54	796.43	6775.00	1698.34	2000.00	5000.00	2472.99
Male	97	-	1067.63	6775.00	2000.00	4589.00	2663.92	2955.37
Union	32	-	2408.51	2663.92	2408.51	2663.92	2591.71	2574.36
Non-union	65	-	1067.63	6775.00	1750.00	5000.00	2880.00	3142.94
Female	-	57	796.43	2663.92	1369.07	2392.00	1677.00	1712.05
Non-union	-	54	796.43	2608.67	1348.27	1966.96	1635.68	1666.57
Industry Data								
Retail	92	51	796.43	6775.00	1677.00	2250.00	3500.00	2487.24
Firm Size Data								
1 - 19	27	5	796.43	4010.00	950.95	1750.00	2525.16	2215.18
20 - 49	9	-	2408.51	3677.09	2600.00	3375.02	2695.33	2937.42
50 - 99	17	16	1299.75	5125.00	1849.99	2575.00	5125.00	2684.01
100 - 399	39	32	1576.47	6775.00	1677.00	2519.49	4589.00	2401.48

Store Manager (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Regina	20	5	1800.00	5125.00	2500.00	2500.33	2663.92	2844.35
Saskatoon	15	18	1576.47	5125.00	1576.47	2663.92	1576.47	2334.30
Major Urban	19	3	796.43	5586.00	796.43	2250.00	2822.81	2924.87
Minor Urban	13	2	950.95	6775.00	950.95	1750.00	3677.09	2959.96
Rural	22	16	1677.00	4000.01	1677.00	2000.00	3437.46	2288.84
Province-wide	8	13	1299.75	2663.92	1767.66	2416.66	1348.27	1923.54

Salesclerk, Class "A" - 5135-001

Sells merchandise to individuals from sales floor, applying knowledge of characteristics, quality and merit of items sold. Requires little knowledge regarding merchandise sold.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	26	61	715.00	2141.99	1083.13	1083.13	895.03	1066.32
Non-union	21	55	715.00	2141.99	1056.25	1056.25	895.03	1012.45
Male	26	-	762.85	2141.99	895.03	1556.23	1213.10	1243.75
Non-union	21	-	762.85	2141.99	893.75	1481.72	1083.13	1189.90
Female	-	61	715.00	1637.69	780.00	1412.40	895.03	990.70
Non-union	-	55	715.00	1637.69	780.00	1083.13	895.03	944.70
All Employees (Part-time)	9	43	5.00	9.39	5.20	6.50	5.20	5.67
Non-union	8	39	5.00	7.50	5.20	5.20	5.20	5.30
Male	9	-	5.00	9.39	5.00	6.25	5.20	5.74
Non-union	8	-	5.00	6.25	5.00	5.25	5.20	5.29
Female	-	43	5.00	9.32	5.20	7.50	5.20	5.65
Non-union	-	39	5.00	7.50	5.20	5.25	5.20	5.30
Commission	1	47	866.50	996.48	927.16	927.16	927.16	924.81
Industry Data								
Retail	26	60	715.00	2141.99	1083.13	1083.13	895.03	1069.65
(Part-time)	9	43	5.00	9.39	5.20	6.50	5.20	5.67
Commission	1	47	866.50	996.48	927.16	927.16	927.16	924.81
Firm Size Data								
1 - 19	2	9	715.00	1395.83	893.75	1395.83	750.75	911.16
20 - 49	4	4	762.85	1317.08	1083.13	1083.13	1200.11	1072.34
50 - 99	18	47	780.00	1577.03	1056.25	1412.40	895.03	1054.25
(Part-time)	7	42	5.20	9.39	6.25	6.50	5.20	5.71
Geograpic Area Data								
Regina	9	19	780.00	1343.08	1015.63	1056.25	880.13	1011.16
Major Urban	6	24	895.03	2141.99	1083.13	1083.13	895.03	1031.24
Minor Urban	6	17	715.00	1556.23	1412.40	1412.40	780.00	1115.34
Rural	3	-	762.85	1481.72	762.85	1481.72	1317.08	1187.22

Salesclerk, Class "B" - 5135-001

Sells merchandise to individuals from sales floor, applying knowledge of characteristics, quality and merit of items sold. Requires enough knowledge of products to assist customers in making a selection.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	64	169	650.00	2252.00	1317.60	1672.35	1181.91	1352.42
Union	16	13	1296.83	1859.51	1317.60	1859.51	1761.50	1537.48
Non-union	48	156	650.00	2252.00	1417.59	1651.00	1197.89	1326.11
Male	64	-	650.00	1906.30	1040.00	1733.00	1438.39	1398.92
Union	16	-	1302.39	1780.00	1317.60	1761.50	1378.86	1457.65
Non-union	48	-	650.00	1906.30	1039.80	1698.34	1438.39	1379.35
Female	-	169	758.50	2252.00	812.50	1672.35	1368.25	1334.81
Union	-	13	1296.83	1859.51	1296.83	1859.51	1780.00	1635.73
Non-union	-	156	758.50	2252.00	812.50	1672.35	1346.55	1309.73
All Employees (Part-time)	40	44	5.00	10.00	6.00	8.00	5.00	6.56
Union	16	22	5.12	10.00	5.12	10.00	5.12	7.31
Non-union	24	22	5.00	8.10	5.40	6.00	8.10	5.93
Male	40	-	5.00	8.58	5.12	8.00	6.50	6.69
Non-union	24	-	5.00	8.10	6.00	8.00	6.50	6.54
Female	-	44	5.00	10.00	5.00	10.00	5.33	6.44
Union	-	22	5.12	10.00	5.12	10.00	8.00	7.60
Non-union	-	22	5.00	6.55	5.00	6.02	5.10	5.27
All Employees (Commission)	32	217	935.82	1499.05	1445.32	1459.19	1218.30	1264.31
Male								
Non-union	32	-	996.48	1499.05	996.48	1459.19	1445.32	1318.44
Female								
Non-union	-	217	935.82	1459.19	935.82	1445.32	1445.32	1256.33
Industry Data								
Retail	61	165	650.00	2252.00	1317.60	1672.35	1197.89	1353.18
(Part-time)	40	44	5.00	10.00	6.00	8.00	5.00	6.56
(Commission)	32	217	935.82	1499.05	1445.32	1459.19	1218.30	1264.31
Firm Size Data								
1 - 19	12	27	650.00	2252.00	1126.67	1429.73	1000.00	1212.72
(Part-time)	1	5	5.00	5.40	5.00	5.25	5.00	5.11
20 - 49	13	26	812.50	1733.00	1256.43	1296.83	812.50	1155.18
50 - 99	19	37	758.50	1780.00	1417.59	1417.59	1091.80	1274.41
(Part-time)	2	12	5.00	9.32	6.00	9.32	5.00	5.79
(Commission)	16	51	953.15	1499.05	996.48	1135.12	1039.80	1097.04
100 - 399	20	77	1000.00	1906.30	1438.39	1729.00	1469.00	1532.60
(Part-time)	37	26	5.10	10.00	6.00	8.00	8.00	6.89
Geographic Area Data								
Regina	10	53	996.48	1729.00	1317.60	1651.00	1469.00	1474.81
Saskatoon	2	6	773.50	2252.00	1131.00	1386.40	793.00	1181.45
Major Urban	14	41	773.33	1906.30	1423.80	1438.39	812.50	1140.66
(Part-time)	29	22	5.00	10.00	6.00	8.58	8.00	6.53
Minor Urban	17	32	1024.20	1859.51	1440.12	1859.51	1308.42	1531.04
Rural	14	19	650.00	1780.00	1213.10	1549.30	1074.93	1362.01
(Part-time)	3	9	5.00	9.32	5.00	9.32	5.00	5.87

Salesclerk, Class "C" - 5135-001

Sells merchandise to individuals from sales floor, applying knowledge of characteristics, quality and merit of items sold. Requires detailed knowledge of products and considerable skill in salesmanship.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	64	64	850.00	3466.00	1386.40	1534.00	1683.33	1543.61
Non-union	56	62	850.00	3466.00	1386.40	1534.00	932.96	1533.82
Male	64	-	975.00	2916.66	1356.88	2166.25	1590.03	1673.71
Non-union	56	-	975.00	2916.00	1356.88	2166.25	1539.54	1674.03
Female	-	64	850.00	3466.00	932.96	1741.67	1462.65	1413.51
Non-union	-	62	850.00	3466.00	932.96	1741.67	1437.45	1407.17
All Employees (Part-time)	14	158	5.00	10.00	5.00	9.44	8.84	7.85
Non-union	12	154	5.00	9.44	5.10	9.44	8.84	7.80
Male	14	-	5.00	10.00	5.00	10.00	9.44	7.97
Non-union	12	-	5.00	9.44	5.00	9.44	9.40	7.63
Female	-	158	5.00	10.00	5.20	9.44	9.35	7.84
Non-union	-	154	5.00	9.44	5.20	9.44	9.35	7.81
Industry Data								
Retail	57	64	850.00	3466.00	1386.40	1534.00	932.96	1506.48
(Part-time)	14	158	5.00	10.00	5.00	9.44	8.84	7.85
Firm Size Data								
1 - 19	13	9	850.00	2916.66	1386.40	2000.00	2444.00	1758.38
(Part-time)	3	14	5.00	9.00	5.30	7.80	5.30	6.07
20 - 49	4	7	961.82	1819.65	1213.10	1386.40	1065.80	1288.72
50 - 99	28	14	901.16	1950.00	1325.75	1436.50	1460.92	1365.55
100 - 399	19	24	932.96	3466.00	1733.00	1741.67	932.96	1675.09
Geographic Area Data								
Regina	8	18	961.82	2444.00	1534.00	1603.03	1204.56	1527.09
Saskatoon	12	29	901.16	2916.66	1519.38	1519.38	1013.81	1436.14
Major Urban	10	5	850.00	2100.00	1486.91	1700.00	1733.00	1607.65
Minor Urban	27	8	975.00	3466.00	1386.40	1741.67	1741.67	1711.20
Rural	7	4	975.00	1819.65	1213.10	1239.10	1483.45	1362.71

Salesperson, General - 5135-002

Calls on prospective buyers in the retail market, or on industrial consumers within a locality or surrounding territory and solicits orders for merchandise.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	3	1249.99	5337.64	1249.99	1689.68	2550.00	2072.61
Male Non-union	9	-	1249.99	5337.64	1249.99	2998.09	1333.00	2196.52
Female Non-union	-	3	1249.99	2163.00	1249.99	2163.00	1689.68	1700.89
Industry Data								
Mfg. & Process.	9	3	1249.99	5337.64	1249.99	1689.68	2550.00	2072.61

Salesperson, Wholesale - 5135-002

Calls on prospective buyers in the retail market, or on industrial consumers within a locality or surrounding territory and solicits orders for merchandise. May be known according to type of product sold.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	84	2	1000.00	5634.00	1200.00	5000.00	2540.00	2613.65
Male Non-union	84	-	1000.00	5634.00	1200.00	5000.00	2530.00	2604.45
Industry Data								
Wholesale	64	2	1000.00	5634.00	1380.00	5000.00	2725.14	2814.07
Firm Size Data								
1 - 19	47	-	1000.00	5634.00	1200.00	3310.00	2205.00	2260.93
20 - 49	37	2	1118.36	5000.00	2080.00	5000.00	2773.33	3038.72
Geographic Area Data								
Regina	23	2	2166.67	5000.00	2340.00	5000.00	2600.00	2717.24
Saskatoon	47	-	1118.36	5634.00	1200.00	5000.00	2800.00	2837.16
Province-wide	12	-	1000.00	3332.33	1000.00	2205.00	1827.34	1766.36

Counter Salesperson, Wholesale - 5135-004

Sells various types of parts or products to customers entitled to make purchases at wholesale prices and who call at sales counter of the establishment.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	30	5	1000.00	3683.34	1256.67	1400.00	1998.00	1842.54
Male Non-union	30	-	1000.00	3683.34	1343.33	2394.00	1712.50	1912.47
Female Non-union	-	5	1143.78	1767.66	1256.67	1767.66	1396.80	1422.98
Industry Data								
Wholesale	30	5	1000.00	3683.34	1256.67	1400.00	1998.00	1842.54
Firm Size Data								
1 - 19	11	-	1250.00	3683.34	1400.00	3516.66	2050.00	2112.12
20 - 49	15	5	1000.00	3166.19	1343.33	1396.80	2090.83	1743.03
Geographic Area Data								
Regina	8	-	1450.00	3166.19	1550.00	2247.70	1697.50	1938.61
Saskatoon	18	5	1000.00	3683.34	1250.00	1396.80	2050.00	1804.09

Salesperson, Motor Vehicles - 5135-110

Sells new or used motor vehicles such as automobiles, trucks or motorcycles.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	47	-	1500.00	4516.00	2000.00	3810.00	2700.00	2730.91
(Commission)								
Non-union	46	1	866.50	4332.50	1572.00	3204.32	2850.00	2559.43
Male								
Non-union	46	-	866.50	4332.50	1572.00	3204.32	2850.00	2553.11
Industry Data								
Wholesale	6	-	1500.00	3958.33	2400.00	2500.00	2500.00	2559.72
Retail	41	-	1500.00	4516.00	2000.00	3810.00	2700.00	2755.96
(Commission)	37	1	866.50	4332.50	1890.00	3249.38	2850.00	2689.74
Firm Size Data								
1 - 19	12	-	1500.00	4516.00	1500.00	4500.00	2456.43	2888.52
(Commission)	6	-	1890.00	3200.85	2200.00	3200.85	2200.00	2481.95
20 - 49	11	-	2000.00	3200.00	2000.00	3200.00	2500.00	2572.73
(Commission)	23	-	866.50	4332.50	1000.00	3466.00	2599.50	2352.24
50 - 99	24	-	2281.00	3810.00	2668.40	2841.00	2700.00	2724.60
Geographic Area Data								
Saskatoon	20	-	1500.00	3810.00	2452.00	2841.00	2700.00	2669.64
Major Urban	11	-	1500.00	3958.33	1775.00	3200.00	2000.00	2548.48
(Commission)	11	-	866.50	3600.00	866.50	3466.00	2200.00	2035.61
Minor Urban	9	-	1500.00	4516.00	1500.00	4500.00	2500.00	3168.44
(Commission)	10	-	1890.00	3204.32	2438.33	3204.32	2599.50	2753.67

Partsman/woman - 5135-126

Sells spare and replacement parts for motor vehicles, machinery and equipment from behind counter in an agency, repair shop or parts store.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	83	6	866.50	3250.00	1200.00	2530.00	1775.00	1689.01
Non-union	81	6	866.50	3250.00	1200.00	2530.00	1775.00	1687.41
Male	83	-	866.50	3250.00	1126.45	2200.00	1733.00	1713.30
Non-union	81	-	866.50	3250.00	1126.45	2200.00	1733.00	1712.18
Female								
Non-union	-	6	900.00	1775.00	1083.13	1560.00	1399.88	1352.98
(Commission)								
Non-union	6	-	1386.40	2678.00	1425.00	2450.00	2028.50	1999.40
Industry Data								
Wholesale	19	2	866.50	2694.82	1039.80	2694.82	1620.36	1543.71
Retail	60	4	866.50	3250.00	1250.00	2530.00	1800.00	1747.48
(Commission)	6	-	1386.40	2678.00	1425.00	2450.00	2028.50	1999.40

Partsman/woman (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	27	2	866.50	2500.00	1039.30	2100.00	1500.00	1513.81
20 - 29	19	2	866.50	2694.82	1126.45	2694.82	1733.00	1626.59
50 - 99	14	1	900.00	2420.00	1526.00	2420.00	1755.00	1750.27
100 - 399	23	1	1000.00	3250.00	1500.00	2750.00	1800.00	1917.03
Geographic Area Data								
Regina	24	1	1000.00	2175.00	1282.42	2150.00	1800.00	1737.05
Saskatoon	17	2	900.00	3250.00	1526.00	3250.00	2010.00	1930.32
Major Urban	18	1	866.50	2530.00	1039.80	2086.93	1550.00	1532.33
Minor Urban	18	1	953.15	2694.82	1213.10	2500.00	1550.00	1584.08
Rural	6	1	866.50	2200.00	1200.97	2200.00	1680.00	1572.50

Sales Clerk - 5137-114

Performs any combination of duties in retail sales establishments such as obtaining articles for customer from counter, shelf or stockroom; writing sales check for items purchased, receiving payment or preparing charge slips; bagging or wrapping merchandise; stocking shelves, counters and display areas.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	78	169	5.00	12.95	5.25	9.75	5.90	7.28
Union	37	41	5.00	12.95	7.00	10.31	6.18	9.02
Non-union	41	128	5.00	11.00	5.25	8.00	5.90	6.48
Male	78	-	5.10	12.95	5.25	10.05	6.98	7.26
Union	37	-	5.10	12.95	7.00	11.34	9.00	8.88
Non-union	41	-	5.10	10.00	5.25	8.18	5.25	5.79
Female	-	169	5.00	12.79	5.50	10.03	6.90	7.29
Union	-	41	5.00	12.79	7.00	12.45	9.32	9.14
Non-union	-	128	5.00	11.00	5.50	8.78	6.50	6.70
All Employees								
(Part-time)	121	176	5.00	12.95	5.00	9.00	5.00	6.36
Union	67	66	5.00	12.95	5.05	9.00	12.95	7.36
Non-union	54	110	5.00	10.00	5.00	7.00	5.00	5.55
Male	121	-	5.00	12.95	5.00	9.00	5.15	5.92
Union	67	-	5.00	12.95	5.00	9.00	5.53	6.57
Non-union	54	-	5.00	6.20	5.00	5.50	5.00	5.11
Female	-	176	5.00	12.45	5.00	9.00	5.53	6.66
Union	-	66	5.00	12.45	5.53	10.31	9.00	8.16
Non-union	-	110	5.00	10.00	5.00	7.50	5.25	5.76
Industry Data								
Mfg. & Process.	2	8	5.75	9.25	8.18	9.00	6.13	6.99
(Part-time)	2	12	5.00	10.00	5.15	8.50	5.00	5.81
Retail	76	161	5.00	12.95	5.25	9.81	5.75	7.29
(Part-time)	119	164	5.00	12.95	5.00	9.00	5.00	6.39
Firm Size Data								
1 - 19	30	92	5.00	11.00	5.25	8.00	5.50	6.27
(Part-time)	9	74	5.00	10.00	5.25	7.00	5.25	5.70
20 - 49	8	21	5.00	10.00	8.09	9.00	6.00	7.10
(Part-time)	11	21	5.00	8.57	5.00	8.00	5.00	5.71
50 - 99	21	39	5.25	12.95	7.00	9.32	6.50	8.18
(Part-time)	51	24	5.00	12.95	5.00	5.15	5.15	5.62
100 - 399	19	17	5.10	11.97	6.95	10.05	11.97	9.35
(Part-time)	50	57	5.10	11.97	5.15	9.00	5.53	7.58

Sales Clerk (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Regina	5	11	6.00	11.00	9.00	9.00	7.25	8.45
(Part-time)	14	33	5.00	9.75	9.00	9.00	9.00	8.40
Saskatoon	1	7	5.25	10.50	5.25	9.50	8.00	7.91
(Part-time)	-	5	5.00	10.00	7.25	10.00	7.50	7.75
Major Urban	10	43	5.50	12.95	10.31	12.45	6.90	8.94
(Part-time)	36	82	5.00	12.95	5.53	10.05	5.25	6.62
Minor Urban	27	42	5.10	10.03	6.95	9.25	6.50	7.48
(Part-time)	37	11	5.00	7.00	5.00	5.00	5.15	5.24
Rural	35	66	5.00	11.34	5.25	7.02	5.50	6.04
(Part-time)	34	45	5.00	8.75	5.00	6.45	5.00	5.35

Service Station Attendant - 5145-110

Sells fuels, lubricants and miscellaneous automotive accessories, and services motor vehicles at retail gasoline service stations. Includes attendants at self-serve stations.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	34	13	5.00	10.00	5.25	7.81	7.61	6.87
Union	13	2	5.25	10.00	5.25	8.13	7.61	6.92
Non-union	21	11	5.00	8.95	5.50	7.81	8.24	6.85
Male	34	-	5.00	8.95	5.25	8.53	6.50	6.76
Union	13	-	5.25	8.15	5.25	7.61	7.25	6.59
Non-union	21	-	5.00	8.95	5.50	8.70	6.50	6.86
Female	-	13	5.18	10.00	5.45	8.35	7.81	7.17
Non-union	-	11	5.18	8.35	5.45	8.35	6.00	6.82
All Employees								
(Part-time)	79	19	5.00	10.00	5.00	6.00	6.00	5.72
Union	29	6	5.00	10.00	5.00	6.00	6.00	5.67
Non-union	50	13	5.00	7.29	5.00	6.00	6.00	5.75
Male	79	-	5.00	7.29	5.00	6.00	6.00	5.64
Union	29	-	5.00	7.21	5.00	6.00	5.20	5.53
Non-union	50	-	5.00	7.29	5.00	6.00	6.00	5.71
Female	-	19	5.00	10.00	5.10	6.00	6.00	6.05
Union	-	6	5.00	10.00	5.10	6.00	6.00	6.35
Non-union	-	13	5.00	6.50	5.27	6.00	6.00	5.91
Industry Data								
Retail	33	13	5.00	10.00	5.25	7.81	7.61	6.84
(Part-time)	78	19	5.00	10.00	5.00	6.00	6.00	5.72
Firm Size Data								
1 - 19	5	2	5.00	8.70	5.18	6.00	7.00	6.30
(Part-time)	7	1	5.00	5.10	5.00	5.10	5.00	5.01
20 - 49	6	-	5.30	8.23	6.10	6.50	6.44	6.50
(Part-time)	4	2	5.00	6.50	5.00	5.27	5.68	5.52
50 - 99	16	9	5.25	8.53	5.25	8.35	7.29	6.74
(Part-time)	42	11	5.00	7.29	5.00	6.00	6.00	5.84
100 - 399	7	2	5.45	10.00	5.45	7.61	7.61	7.93
Geographic Area Data								
Major Urban	9	1	5.00	10.00	5.25	7.25	5.25	6.10
Minor Urban	17	7	5.30	8.95	5.50	8.35	7.88	7.42
(Part-time)	5	1	5.00	7.29	5.00	7.29	5.20	5.47
Rural	7	2	5.18	8.70	5.18	6.10	6.50	6.60
(Part-time)	18	3	5.00	6.50	5.00	5.00	5.00	5.24

Service Manager - 5170-199

Prepares work orders of customers wanting repair or service work done. Schedules work within the establishment.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	-	1650.00	2884.00	1750.00	2795.00	2500.00	2367.19
Industry Data								
Wholesale	9	-	1650.00	2884.00	1750.00	2795.00	2500.00	2367.19
Firm Size Data								
1 - 19	3	-	1650.00	2884.00	1650.00	2884.00	2616.68	2393.56
20 - 49	4	-	2343.02	2795.00	2343.02	2795.00	2583.00	2576.01
Geographic Area Data								
Saskatoon	5	-	1650.00	2884.00	2343.02	2884.00	2500.00	2434.40

Salesperson, General Insurance - 5171-118

Sells fire, automobile, marine and other types of insurance to new and existing clients.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	9	4	1450.00	4500.00	2000.00	2498.00	3500.00	2850.46
Male								
Non-union	9	-	1500.00	4500.00	2000.00	4500.00	3100.00	3122.00
Female								
Non-union	-	4	1450.00	2700.00	1450.00	2700.00	2404.00	2239.50
Industry Data								
Finance	7	3	1450.00	4500.00	2310.00	2498.00	4000.00	2975.60
Firm Size Data								
1 - 19	7	3	1450.00	4500.00	2310.00	2498.00	4000.00	2975.60
Geographic Area Data								
Rural	3	3	1500.00	3100.00	2498.00	2498.00	2705.00	2434.33

Appraiser - 5172-110

Appraises improved or unimproved real property to determine its value for purchase, sale, investment, mortgage, or loan purposes.

(Monthly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	56	21	2272.00	4320.33	2298.00	3070.00	3267.33	2903.81
Union	54	21	2272.00	3829.00	2298.00	3070.00	3267.33	2882.59
Male	56	-	2272.00	4320.33	2298.00	3829.00	3024.00	2965.65
Union	54	-	2272.00	3829.00	2298.00	3829.00	3024.00	2938.46

Appraiser (continued)

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female								
Union	-	21	2298.00	3267.33	2298.00	3070.00	2881.67	2738.92
Industry Data								
Public Admin.	54	21	2272.00	3829.00	2298.00	3070.00	3267.33	2882.59
Geographic Area Data								
Regina	54	20	2298.00	4320.33	2298.00	3070.00	3267.33	2917.20

Driver Salesperson, Beverage Processors - 5193-118

Drives truck over established route to deliver and sell products on retail or wholesale basis. Picks up empty containers or unsold products for return to plant. May place stock on shelves and set up displays.

(Monthly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	48	-	866.50	3626.09	2009.00	3054.00	2536.00	2524.51
Union	41	-	2009.00	3626.09	2459.13	3060.00	2590.00	2682.66
Non-union	7	-	866.50	2478.19	1005.14	2478.19	1386.40	1598.20
Industry Data								
Mfg. & Process.	46	-	866.50	3626.09	2269.00	3054.00	2545.00	2577.17
Firm Size Data								
1 - 19	14	-	1386.40	3626.09	1733.00	3449.33	2461.07	2474.69
20 - 49	11	-	866.50	2463.00	1005.14	2463.00	2406.00	1994.15
Geographic Area Data								
Major Urban	11	-	1733.00	3626.09	2009.00	3449.33	2463.00	2512.04
Minor Urban	11	-	1386.40	2478.19	2269.00	2478.19	2459.13	2348.85

Fire Captain - 6111-114

Co-ordinates activities of company of fire fighters assigned to specific fire station. May recommend corrective measures for fire hazards or safety violations to building owners.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	60	-	2600.00	4049.00	3541.98	3950.00	3917.33	3800.32
Union	54	-	3092.31	4014.83	3565.00	3950.00	3917.33	3847.51
Non-union	6	-	2600.00	4049.00	2961.83	3686.00	3478.33	3375.58
Industry Data								
Public Admin.	60	-	2600.00	4049.00	3541.98	3950.00	3917.33	3800.32
Firm Size Data								
100 - 399	15	-	2600.00	4049.00	3092.31	3950.00	3668.00	3517.23
Geographic Area Data								
Major Urban	16	-	3092.31	4049.00	3092.31	3950.00	3616.50	3627.62
Minor Urban	3	-	2600.00	3414.67	2600.00	3414.67	2961.83	2992.17

Fire Lieutenant - 6111-114

Co-ordinates activities of company of fire fighters assigned to specific fire station. May recommend corrective measures for fire hazards or safety violations to building owners.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time) Union	60	-	2463.00	3786.00	2463.00	3596.67	3596.67	3228.44
Industry Data								
Public Admin.	60	-	2463.00	3786.00	2463.00	3596.67	3596.67	3228.44
Firm Size Data								
100 - 399	26	-	2463.00	3786.00	2463.00	3786.00	2613.32	2800.85
Geographic Area Data								
Major Urban	30	-	2463.00	3786.00	2463.00	3786.00	2834.63	2860.21

Fire Fighter, Below First Class - 6111-126

Controls and extinguishes fires, protects life and property and maintains equipment as member of fire department for municipality or industrial establishment. May drive fire truck. May administer first aid to persons injured during fire fighting operation.

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time) Union	65	-	1799.00	3127.00	1986.83	2796.00	2086.50	2207.58
Industry Data								
Public Admin.	65	-	1799.00	3127.00	1986.83	2796.00	2086.50	2207.58
Firm Size Data								
100 - 399	20	-	1799.00	3127.00	1838.61	3127.00	2139.00	2369.52

Fire Fighter, Below First Class (continued)

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Major Urban	18	-	1838.61	3127.00	1838.61	3127.00	2139.00	2422.41

Fire Fighter, First Class - 6111-126

Controls and extinguishes fires, protects life and property and maintains equipment as member of fire department for municipality or industrial establishment. May drive fire truck. May administer first aid to persons injured during fire fighting operation.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Union	126	-	2093.00	3457.00	2679.11	3292.00	3211.00	3116.98
Industry Data								
Public Admin.	126	-	2093.00	3457.00	2679.11	3292.00	3211.00	3116.98
Firm Size Data								
100 - 399	39	-	2093.00	3457.00	2501.87	3457.00	3292.00	3036.77
400 Plus	87	-	2956.00	3211.00	3043.00	3211.00	3211.00	3152.93
Geographic Area Data								
Major Urban	65	-	2101.26	3457.00	2626.59	3457.00	3043.00	3063.14

Detachment Commander - 6112-114

Supervises and co-ordinates activities of uniformed personnel assigned to police detachment. Commands subordinate officers and assumes responsibility for efficiency and discipline of personnel in assigned area. Supervises training of new members. Directs investigation of criminal offenses.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	21	-	3673.00	5340.83	3673.00	5340.83	4512.00	4705.88
Union	11	-	3673.00	4512.00	3673.00	4273.00	4273.00	4131.09
Non-union	10	-	5314.00	5340.83	5340.83	5340.83	5340.83	5338.15
Industry Data								
Public Admin.	21	-	3673.00	5340.83	3673.00	5340.83	4512.00	4705.88
Firm Size Data								
400 Plus	17	-	4273.00	5340.83	4273.00	5340.83	5340.83	4852.38

Detective - 6112-146

Investigates crimes such as homicide, robbery, arson, illegal sale of narcotics and liquor to solve crimes and arrest persons suspected of having contravened the law. May escort and guard drugs imported and in transit.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	72	-	3692.00	5081.00	4273.00	4342.00	4342.00	4341.60

Detective (continued)

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Public Admin.	72	-	3692.00	5081.00	4273.00	4342.00	4342.00	4341.60
Geographic Area Data								
Major Urban	11	-	3692.00	5081.00	3692.00	4815.00	4273.00	4339.36

Policeman/woman, Below First Class - 6112-158

Patrols assigned area on foot or using motor vehicle or motor boat to enforce Federal and Provincial statutes, Municipal laws and regulations and arrest violators.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Union	21	1	2108.00	2989.00	2159.00	2989.00	2894.67	2684.43
Industry Data								
Public Admin.	21	1	2108.00	2989.00	2159.00	2989.00	2894.67	2684.43

Policeman/woman, First Class - 6112-158

Patrols assigned area on foot or using motor vehicle or motor boat to enforce Federal and Provincial statutes, Municipal laws and regulations and arrest violators.

(Monthly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Union	124	6	3194.00	4317.00	3354.00	4151.00	3618.33	3610.49
Industry Data								
Public Admin.	124	6	3194.00	4317.00	3354.00	4151.00	3618.33	3610.49
Firm Size Data								
400 Plus	68	6	3418.00	3692.00	3555.00	3682.00	3618.33	3616.72
Geographic Area Data								
Major Urban	76	-	3321.00	4317.00	3416.00	3753.00	3587.00	3652.33

Security Guard - 6115-138

Guards industrial or commercial property against fire, theft, vandalism and illegal entry. Patrols periodically assigned areas to discover irregularities. Answers questions and gives directions on request.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	284	24	7.00	18.56	7.22	15.68	7.22	8.65
Union	56	5	9.14	18.56	9.14	18.56	12.71	12.57
Non-union	228	19	7.00	16.11	7.22	14.19	7.22	7.68
Male	284	-	7.00	18.56	7.22	13.57	7.22	8.65
Union	56	-	9.14	18.56	9.14	13.57	12.71	12.48
Non-union	228	-	7.00	16.11	7.22	7.22	7.22	7.71

Security Guard (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Female	-	24	7.00	13.75	7.22	13.57	7.22	8.71
Non-union	-	19	7.00	11.00	7.22	7.22	7.22	7.42
All Employees								
(Part-time)	99	16	5.00	11.63	7.22	10.64	7.22	7.95
Non-union	97	16	5.00	11.63	7.22	10.64	7.22	7.88
Male	99	-	5.00	11.63	7.22	7.22	7.22	7.55
Non-union	97	-	5.00	11.63	7.22	7.22	7.22	7.46
Female								
Non-union	-	16	5.00	11.63	10.64	11.63	10.64	10.42
Industry Data								
Primary	11	2	7.00	15.68	7.00	12.69	14.19	13.28
Mfg. & Process	19	1	7.50	18.56	9.14	18.56	9.14	10.09
Trans., Comm. & Util.	4	-	16.17	17.63	16.17	17.63	17.63	17.27
Retail								
(Part-time)	7	15	9.85	11.63	10.64	11.63	10.64	10.88
Health & Educ.	36	4	11.14	13.57	12.32	13.57	12.71	12.94
Firm Size Data								
50 - 99	7	-	10.95	18.56	10.95	18.56	17.63	15.03
100 - 399	221	18	7.00	17.63	7.22	14.19	7.22	7.65
400 Plus	55	6	7.50	15.05	9.14	15.05	12.66	11.70
(Part-time)	7	11	6.75	11.58	6.75	10.64	10.64	10.10
Geographic Area Data								
Regina	242	17	7.22	16.11	7.22	12.71	7.22	7.77
(Part-time)	90	11	7.22	11.58	7.22	10.64	7.22	7.75
Saskatoon	24	6	7.50	18.56	12.26	13.57	13.57	13.11
(Part-time)	8	4	5.00	11.63	6.75	11.63	11.63	9.31
Major Urban	4	-	11.14	17.63	11.14	17.63	14.58	14.48
Rural	7	-	10.95	15.68	10.95	15.68	15.68	13.65
Province-wide	7	1	7.00	17.63	14.19	17.63	14.19	13.25

Supervisor, Chefs and Cooks - 6120-122

Supervises and co-ordinates activities of workers engaged in preparing and cooking food for consumption in hotels.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	17	18	5.50	19.23	8.50	9.50	5.50	9.55
Non-union	16	17	5.50	19.23	8.00	8.65	5.50	9.55
Male	17	-	5.50	19.23	6.50	16.25	11.25	11.48
Non-union	16	-	5.50	19.23	6.50	16.25	11.25	11.59
Female	-	18	5.50	12.50	5.50	9.70	7.00	7.74
Non-union	-	17	5.50	12.50	5.50	9.50	7.00	7.62
Industry Data								
Service	17	18	5.50	19.23	8.50	9.50	5.50	9.55

Supervisor, Chefs and Cooks (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	1	5	5.50	7.69	5.50	6.25	5.50	5.99
20 - 49	7	13	5.50	16.25	9.70	9.70	7.00	9.53
Geographic Area Data								
Regina	3	2	5.50	11.00	8.50	11.00	9.70	8.88
Saskatoon	6	1	5.50	19.23	11.25	19.23	13.27	12.20
Major Urban	4	8	7.00	16.25	9.50	11.25	7.25	10.15
Rural	1	7	5.50	7.00	5.50	7.00	6.63	6.34

Supervisor, Waiters and Waitresses - 6120-126

Supervises and co-ordinates the activities of workers engaged in greeting and receiving guests in dining rooms, planning and arranging for banquets and other food services and serving food and beverages.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	3	13	5.00	15.00	10.00	10.39	7.87	8.45
Non-union	3	12	5.00	15.00	10.39	11.54	8.08	8.50
Male								
Non-union	3	-	5.00	10.39	5.00	10.39	6.00	7.13
Female	-	13	5.77	15.00	6.00	11.54	8.08	8.75
Non-union	-	12	5.77	15.00	6.00	11.54	8.37	8.85
Industry Data								
Service	3	13	5.00	15.00	10.00	10.39	7.87	8.45
Firm Size Data								
1 - 19	1	2	5.77	6.00	6.00	6.00	5.77	5.92
20 - 49	2	3	5.00	10.39	8.94	10.39	7.35	7.87

Specialist Chef - 6121-110

Performs a variety of duties of a specialized nature to prepare, cook, decorate and arrange foodstuffs for consumtion.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Non-union	2	1	10.00	16.83	10.00	12.69	16.83	13.17
Geographic Area Data								
Regina	2	1	10.00	16.83	10.00	12.69	16.83	13.17

Cook, General - 6121-114

In a smaller establishment, performs a variety of duties to prepare, cook, decorate and arrange foodstuffs for consumption. May also bake items such as bread and rolls.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	26	25	5.00	15.87	6.50	7.50	15.87	7.37
Union	1	2	6.00	9.70	8.76	9.70	6.00	8.15
Non-union	25	23	5.00	15.87	6.50	7.00	12.94	7.32
Male	26	-	6.00	15.87	6.00	9.70	7.75	8.02
Non-union	25	-	6.00	15.87	6.00	10.00	7.75	7.95
Female	-	25	5.00	10.50	6.00	8.50	6.25	6.70
Non-union	-	23	5.00	10.50	5.75	7.50	6.25	6.64
All Employees								
(Part-time)	2	15	5.00	8.65	5.00	6.25	5.50	5.92
Non-union	2	14	5.00	8.65	5.00	6.25	5.75	5.98
Female	-	15	5.00	8.65	5.00	7.79	6.00	5.88
Industry Data								
Service	25	24	5.00	10.00	6.50	7.00	10.00	7.14
(Part-time)	2	13	5.00	6.50	5.00	6.00	5.00	5.62
Firm Size Data								
1 - 19	2	3	5.00	9.69	6.75	9.69	5.00	6.79
(Part-time)	-	3	5.00	6.25	5.00	6.25	5.50	5.58
20 - 49	9	15	5.50	15.87	7.50	8.50	6.13	7.74
(Part-time)	2	8	5.00	8.65	6.50	7.79	6.00	6.39
50 - 99	-	3	6.00	7.50	6.00	7.50	7.50	7.00
Geographic Area Data								
Regina	8	4	6.00	15.87	7.50	8.76	9.85	9.03
(Part-time)	2	6	5.00	8.65	6.50	7.79	5.00	6.12
Minor Urban	1	7	6.00	7.50	6.00	7.50	6.50	6.81
Rural	1	8	5.00	6.75	5.00	6.25	6.00	6.03
(Part-time)	-	8	5.00	6.25	5.00	6.00	6.00	5.78

Cook, Institution - 6121-122

Prepares and cooks meals for residents, members and employees of institutions. May prepare special diet or other foods, or prepare cafeteria style meals and be designated accordingly.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	51	187	1307.94	2752.00	2067.47	2200.91	1860.46	1989.12
Union	48	166	1307.94	2752.00	2067.47	2135.06	1862.99	1992.98
Non-union	3	21	1720.87	2268.50	2067.47	2268.50	1823.25	1954.73
Male	51	-	1460.51	2752.00	1930.56	2437.00	2202.64	2178.37
Union	48	-	1460.51	2752.00	1930.56	2437.00	2194.90	2174.10
Female	-	187	1307.94	2410.60	1720.88	2102.13	1953.09	1937.51
Union	-	166	1307.94	2410.60	1722.60	2102.13	1953.09	1940.60
Non-union	-	21	1720.87	2202.64	1720.87	2067.47	1835.25	1913.05
All Employees								
(Part-time)	7	90	9.26	13.70	9.35	11.93	10.66	10.99
Union	7	73	9.29	13.70	9.35	11.93	10.81	11.08
Non-union	-	17	9.26	11.93	9.69	11.27	10.60	10.50
Male								
Union	7	-	10.05	12.32	11.22	11.75	11.27	11.35

Cook, Institution (continued)

(Monthly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Female	-	90	9.26	13.70	9.69	11.93	10.95	10.96
Union	-	73	9.29	13.70	9.97	11.93	11.12	11.05
Non-union	-	17	9.26	11.93	9.69	11.27	10.60	10.56
Industry Data								
Health & Educ.	50	184	1307.94	2752.00	2067.47	2188.89	1862.04	1990.43
(Part-time)	7	83	9.26	12.32	9.69	11.72	10.66	10.89
Firm Size Data								
1 - 19	1	9	1720.87	1992.25	1720.87	1991.22	1800.00	1823.58
20 - 49	6	72	1307.94	2131.59	1606.50	2067.47	1935.05	1911.02
(Part-time)	-	44	9.26	11.93	9.69	11.93	10.97	10.91
50 - 99	-	41	1610.00	2067.47	1720.88	2067.47	1823.25	1844.18
(Part-time)	1	17	9.69	11.27	9.97	11.22	10.59	10.56
100 - 399	6	30	1823.00	2343.02	2067.47	2135.06	1999.41	2008.98
(Part-time)	5	16	10.25	12.32	11.27	11.58	11.22	11.28
400 Plus	38	35	1722.60	2752.00	2118.00	2200.91	2570.97	2166.85
(Part-time)	1	11	9.69	13.70	9.69	13.70	10.77	11.65
Geographic Area Data								
Regina	18	22	1307.94	2752.00	1953.09	2102.13	1591.56	2054.35
(Part-time)	1	12	9.69	13.70	9.69	13.70	11.22	11.63
Saskatoon	9	11	1720.88	2398.14	2054.00	2249.47	1772.07	2067.02
(Part-time)	2	12	9.69	12.32	11.22	12.32	10.47	10.70
Major Urban	16	21	1610.00	2437.00	2067.47	2200.91	1610.00	2070.34
(Part-time)	4	2	11.27	12.32	11.27	11.58	11.67	11.63
Minor Urban	4	30	1720.88	2484.00	2067.47	2484.00	2006.81	2007.88
(Part-time)	-	8	9.69	11.58	10.25	11.58	11.50	11.10
Rural	4	103	1606.50	2131.59	1720.87	2067.47	1930.50	1916.12
(Part-time)	-	56	9.26	11.93	9.69	11.93	10.81	10.82

Short Order Cook - 6121-130

Prepares and cooks quick lunches or meals. May serve customer at counter, table or snackbar and accept payment for food served.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	4	14	5.00	9.50	5.00	8.00	5.80	6.26
Non-union	4	13	5.00	9.50	5.00	8.00	5.80	6.18
Female	-	14	5.00	9.50	5.10	8.80	6.00	6.62
Non-union	-	13	5.00	9.50	5.10	8.80	6.00	6.54
All Employees (Part-time)								
Non-union	2	1	5.00	7.00	5.00	7.00	5.00	5.67
Industry Data								
Service	4	14	5.00	9.50	5.00	8.00	5.80	6.26
(Part-time)	2	1	5.00	7.00	5.00	7.00	5.00	5.67

Kitchen Helper - 6198-134

Performs any combination of duties to help maintain kitchen work areas and restaurant equipment and utensils in clean and orderly condition. May wash and peel vegetables.

(Monthly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	42	221	682.50	2305.46	1516.38	1851.00	1679.28	1631.04
Union	24	182	1259.70	2305.46	1856.17	2118.00	1682.14	1738.86
Non-union	18	39	682.50	2006.81	909.83	1682.74	909.83	1241.40
Male	42	-	797.53	2305.46	909.83	1973.89	1516.38	1394.89
Union	24	-	1306.50	2305.46	1516.38	2118.00	1719.13	1748.39
Non-union	18	-	797.53	1083.13	909.83	953.15	915.42	923.54
Female	-	221	682.50	2202.64	1516.38	1856.17	1682.14	1675.93
Union	-	182	1259.70	2202.64	1590.88	1901.10	1682.14	1737.60
Non-union	-	39	682.50	2006.81	866.50	1682.74	1679.28	1388.10
All Employees								
(Part-time)	28	319	5.00	11.27	5.00	10.39	9.84	9.61
Union	15	270	8.59	11.27	9.19	10.62	9.97	10.05
Non-union	13	49	5.00	10.34	5.50	9.69	8.37	7.58
Male	28	-	5.00	10.91	5.25	10.10	9.69	7.98
Union	15	-	9.69	10.91	9.69	10.62	9.79	9.95
Non-union	13	-	5.00	9.19	5.00	5.75	5.50	5.71
Female	-	319	5.00	11.27	9.19	10.39	9.84	9.75
Union	-	270	8.59	11.27	9.43	10.66	9.97	10.06
Non-union	-	49	5.00	10.34	5.00	10.05	9.19	8.08
Industry Data								
Health & Educ.	15	193	1259.70	2305.46	1570.00	1864.71	1682.14	1749.90
(Part-time)	16	288	7.79	11.27	9.19	10.39	9.97	10.02
Service	27	18	682.50	1516.38	909.83	1150.00	1516.38	1082.58
(Part-time)	12	16	5.00	6.00	5.25	5.75	5.00	5.33
Firm Size Data								
1 - 19	2	17	682.50	1682.74	682.50	1682.74	1679.28	1464.56
(Part-time)	-	15	5.00	9.79	8.59	9.79	9.20	8.67
20 - 49	17	40	747.50	2006.81	953.15	1856.17	1419.99	1449.74
(Part-time)	7	110	5.00	11.27	5.00	10.97	9.97	9.43
50 - 99	7	55	866.50	1953.09	1590.88	1800.59	1590.88	1589.86
(Part-time)	6	102	5.00	10.93	9.19	10.39	9.84	9.96
100 - 399	5	36	909.83	2135.06	1083.13	1901.10	1800.59	1676.77
(Part-time)	7	40	5.25	11.26	9.19	10.39	9.84	9.22
400 Plus	11	73	1518.62	2305.46	1851.00	2118.00	1682.14	1799.81
(Part-time)	8	52	9.02	10.91	10.24	10.62	9.84	9.88
Geographic Area Data								
Regina	21	51	747.50	2305.46	1516.38	1682.74	1679.28	1577.03
(Part-time)	10	54	5.00	10.39	9.69	10.10	9.69	9.29
Saskatoon	7	35	909.83	1776.13	1083.13	1682.14	1590.88	1535.72
(Part-time)	8	38	5.00	10.39	9.79	10.34	9.79	9.41
Major Urban	13	51	682.50	2202.64	1306.50	1941.00	1782.83	1646.29
(Part-time)	9	17	5.00	10.97	5.75	10.24	5.38	7.73
Minor Urban	-	36	866.50	1901.10	909.83	1849.00	1800.59	1660.03
(Part-time)	1	46	5.00	10.39	9.19	10.39	9.84	9.60
Rural	1	48	796.43	2006.81	1609.96	1953.09	1800.59	1750.91
(Part-time)	-	164	5.00	11.27	9.43	10.81	10.17	10.09

Bartender - 6123-110

Mixes and serves alcoholic and non-alcoholic drinks to patrons of bar, following standard recipes. Orders or requisitions liquors and supplies. Collects money for drinks served.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	11	9	5.50	18.50	7.00	8.96	18.50	10.20
Non-union	11	5	5.50	18.50	7.00	7.75	18.50	10.36
Male Non-union	11	-	5.50	18.50	6.00	18.50	9.00	11.61
Female	-	9	5.50	12.69	7.00	9.00	8.26	8.46
Non-union	-	5	5.50	9.00	7.00	9.00	7.75	7.60
All Employees (Part-time) Non-union	12	9	5.00	9.00	5.75	7.00	7.50	6.48
Male Non-union	12	-	5.00	9.00	5.00	7.50	6.75	6.63
Female Non-union	-	9	5.50	7.00	6.00	7.00	6.00	6.28
Industry Data								
Service	11	9	5.50	18.50	7.00	8.96	18.50	10.20
(Part-time)	11	7	5.00	9.00	5.75	7.00	7.50	6.53
Firm Size Data								
1 - 19								
(Part-time)	1	6	5.50	6.50	5.50	6.00	6.00	6.00
20 - 49	3	5	6.00	12.69	9.00	9.00	8.26	8.93
(Part-time)	6	1	5.00	7.50	5.00	7.50	5.75	6.00
Geographic Area Data								
Regina	2	5	8.26	12.69	9.00	9.26	8.26	9.35
(Part-time)	3	3	6.00	7.50	6.00	6.50	6.75	6.50
Saskatoon (Part-time)	5	2	5.75	9.00	5.75	7.00	7.00	6.93
Rural	2	1	5.50	6.00	5.50	5.50	6.00	5.67
(Part-time)	2	4	5.00	6.00	5.00	6.00	5.75	5.58

Waiter/Waitress, Beverage Room, Lounge - 6125-026

Serves beverages to patrons in a beverage room or lounge.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Non-union	2	14	5.00	7.95	5.00	6.75	5.75	6.23
Female Non-union	-	14	5.00	7.95	5.50	6.75	5.88	6.11
All Employees (Part-time) Non-union	8	35	5.00	7.50	5.50	6.10	5.50	5.62
Male Non-union	8	-	5.00	6.50	5.00	6.00	5.50	5.56
Female Non-union	-	35	5.00	7.50	5.00	6.10	5.50	5.63

Waiter/Waitress, Beverage Room, Lounge (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Service	2	14	5.00	7.95	5.00	6.75	5.75	6.23
(Part-time)	8	35	5.00	7.50	5.50	6.10	5.50	5.62
Firm Size Data								
1 - 19								
(Part-time)	1	2	6.00	7.50	6.50	7.50	6.00	6.67
20 - 49	1	5	5.00	7.50	5.00	5.75	5.63	5.88
(Part-time)	2	12	5.00	6.00	6.00	6.00	5.00	5.38
100 - 399								
(Part-time)	4	19	5.50	6.10	5.50	6.10	5.50	5.71
Geographic Area Data								
Regina								
(Part-time)	1	7	5.00	6.00	5.00	6.00	5.50	5.63
Minor Urban	2	8	5.50	7.95	7.50	6.50	5.75	6.35
(Part-time)	2	8	5.00	7.50	5.00	5.25	5.00	5.28

Waiter/Waitress, Formal Service - 6125-110

Serves food and beverages to guests in hotels working in a formal setting and observing established rules to service and etiquette. May carve meats and prepare flaming dishes at patrons' table. May select and serve wines or alcoholic beverages.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	1	15	5.50	7.86	5.75	6.55	6.50	6.55
Non-union	1	13	5.50	7.00	5.50	6.55	6.50	6.36
Female	-	15	5.50	7.86	6.00	7.86	6.50	6.52
Non-union	-	13	5.50	6.55	5.75	6.55	6.50	6.32
All Employees								
(Part-time)	8	36	5.00	7.76	7.76	7.76	5.85	6.14
Non-union	4	30	5.00	6.30	6.00	6.00	5.70	5.67
Male	8	-	5.00	7.76	5.00	7.76	6.88	6.54
Female	-	36	5.00	7.76	5.00	7.76	6.00	6.06
Non-union	-	30	5.00	6.30	5.00	6.00	6.00	5.72
Industry Data								
Service	1	15	5.50	7.86	5.75	6.55	6.50	6.55
(Part-time)	8	36	5.00	7.76	7.76	7.76	5.85	6.14
Firm Size Data								
20 - 49	1	6	5.50	7.86	5.50	7.86	6.50	6.71
(Part-time)	7	22	5.00	7.76	7.76	7.76	6.00	6.44
Geographic Area Data								
Regina	1	4	5.50	7.86	5.50	7.86	5.75	6.79
(Part-time)	7	9	5.00	7.76	6.00	7.76	5.00	6.80
Saskatoon								
(Part-time)	1	22	5.25	6.30	5.40	6.30	6.00	5.89

Waiter/Waitress, Coffee Shop - 6125-126

Performs a combination of related duties to serve food and beverages to patrons in dining places. May remove dishes and clean table after customers' departure. May serve wine or other beverages.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	4	57	5.00	8.25	5.00	6.50	5.50	5.69
Non-union	4	56	5.00	8.25	5.00	6.50	5.50	5.70
Female	-	57	5.00	8.25	5.00	6.50	5.50	5.71
Non-union	-	56	5.00	8.25	5.25	6.50	5.50	5.72
All Employees								
(Part-time)	4	65	5.00	6.56	5.00	6.50	5.40	5.51
Non-union	4	56	5.00	6.50	5.00	6.00	5.40	5.40
Female	-	65	5.00	6.56	5.00	6.56	5.40	5.51
Non-union	-	56	5.00	6.50	5.00	6.00	5.40	5.40
Industry Data								
Service	4	57	5.00	8.25	5.00	6.50	5.50	5.69
(Part-time)	4	65	5.00	6.56	5.00	6.50	5.40	5.51
Firm Size Data								
1 - 19	1	13	5.00	6.00	5.00	5.75	5.13	5.30
(Part-time)	-	14	5.00	5.75	5.00	5.50	5.00	5.11
20 - 49	3	24	5.00	8.25	5.00	6.50	5.65	5.84
(Part-time)	-	27	5.00	6.56	5.00	6.56	5.25	5.64
Geographic Area Data								
Regina								
(Part-time)	-	10	6.00	6.56	6.00	6.56	6.56	6.44
Major Urban	-	25	5.00	8.00	5.00	6.50	5.50	5.62
(Part-time)	-	3	5.00	6.00	5.00	6.00	5.75	5.58
Minor Urban	3	10	5.50	7.50	5.50	6.75	5.75	5.94
(Part-time)	-	11	5.00	5.50	5.00	5.00	5.00	5.05
Rural	1	19	5.00	5.75	5.00	5.65	5.38	5.38
(Part-time)	-	19	5.00	6.00	5.00	5.50	5.00	5.13

Host/Hostess - 6125-114

Welcomes patrons, seats them at tables or in lounge and ensures quality and rapidity of facilities and services.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)								
Non-union	3	6	5.00	7.69	5.65	7.50	5.65	6.18
Male								
Non-union	3	-	5.65	6.00	5.65	6.00	5.65	5.77
Female								
Non-union	-	6	5.00	7.69	5.65	7.50	6.25	6.39
Industry Data								
Service	3	6	5.00	7.69	5.65	7.50	5.65	6.18
Firm Size Data								
1 - 19	2	3	5.65	7.69	5.65	7.69	5.56	6.13

Cafeteria Attendant, Hospital/Nursing Home - 6125-134

Serves food from counters and steam tables to cafeteria patrons; replenishes food at serving stations.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Union	2	16	10.10	10.66	10.10	10.39	10.39	10.35
Female Union	-	16	10.10	10.66	10.10	10.39	10.39	10.37
All Employees (Part-time) Union	-	4	9.97	10.39	9.97	10.39	10.25	10.21
Industry Data								
Health & Educ.	2	16	10.10	10.66	10.10	10.39	10.39	10.35
(Part-time)	-	4	9.97	10.39	9.97	10.39	10.25	10.21
Firm Size Data								
100 - 399	-	5	10.39	10.66	10.39	10.66	10.39	10.50
400 Plus	2	11	10.10	10.39	10.38	10.39	10.38	10.30
(Part-time)	-	3	10.10	10.39	10.10	10.39	10.39	10.29
Geographic Area Data								
Major Urban	1	11	10.38	10.66	10.38	10.66	10.39	10.43
(Part-time)	-	3	9.97	10.39	9.97	10.39	10.39	10.25

Cafeteria Attendant, Restaurant/Cafe - 6125-134

Serves food from counters and steam tables to cafeteria patrons; replenishes food at serving stations.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	-	3	5.00	6.96	5.00	6.96	5.00	5.65

Food Server - 6129-144

Delivers food trays to patients in hospitals, nursing homes or other institutions. Collects dirty dishes, stacks them on carts and returns the cart to kitchen or to dishwashing areas.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	10	156	9.18	12.19	10.05	11.44	10.39	10.55
Union	10	153	9.69	12.19	10.05	11.44	10.39	10.58
Male Union	10	-	9.84	12.19	10.38	11.46	10.52	10.70
Female	-	156	9.18	12.19	10.34	11.44	10.39	10.54
Union	-	153	9.69	12.19	10.34	11.44	10.39	10.57
All Employees (Part-time) Union	17	192	9.19	12.19	9.79	10.39	10.10	10.19
Male Union	17	-	9.84	12.19	9.84	10.66	10.39	10.39

Food Server (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Female Union	-	192	9.19	11.05	9.84	10.39	10.24	10.17
Industry Data								
Health & Educ.	10	156	9.18	12.19	10.05	11.44	10.39	10.55
(Part-time)	17	192	9.19	12.19	9.79	10.39	10.10	10.19
Firm Size Data								
20 - 49	-	10	9.69	10.39	9.69	10.39	10.34	10.22
(Part-time)	-	21	9.19	10.39	9.19	10.39	10.34	10.01
100 - 399	-	49	9.97	11.51	10.05	11.51	10.39	10.56
(Part-time)	1	79	9.79	11.05	9.84	10.46	10.29	10.22
400 Plus	10	93	9.84	12.19	10.10	11.44	10.39	10.62
(Part-time)	16	91	9.84	12.19	10.66	10.39	10.10	10.20
Geographic Area Data								
Regina	4	48	9.84	10.39	10.39	10.39	10.39	10.37
(Part-time)	4	42	9.84	10.39	9.84	10.39	10.04	10.05
Saskatoon	2	21	9.97	12.19	9.97	10.39	10.34	10.44
(Part-time)	12	66	9.79	12.19	10.66	10.39	10.24	10.25
Major Urban	3	34	10.10	11.05	10.10	10.39	10.39	10.46
(Part-time)	1	31	9.84	11.05	9.97	10.74	10.39	10.40
Minor Urban	1	41	10.34	11.51	10.34	11.51	11.44	11.08
(Part-time)	-	24	9.79	10.39	9.84	10.39	10.29	10.17
Rural	-	12	9.18	10.39	9.18	10.39	10.34	9.96
(Part-time)	-	29	9.19	10.39	9.19	10.39	10.10	10.05

Building Superintendent - 6130-122

Supervises and co-ordinates the activities of workers such as maintenance employees, caretakers and security guards in the repair, maintenance and operation of a large building or complex of buildings. Directs maintenance staff in such matters as painting, electrical, plumbing and heating maintenance, snow removal and gardening.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	65	1	8.50	30.40	12.13	25.16	16.98	17.69
Union	20	1	12.13	24.93	12.13	18.41	15.88	15.60
Non-union	45	-	8.50	30.40	12.97	25.93	17.80	18.67
Male	65	-	8.50	30.40	12.13	25.16	16.84	17.78
Union	20	-	12.13	24.93	12.13	18.12	15.78	15.78
Non-union	45	-	8.50	30.40	12.97	25.93	17.80	18.67
Industry Data								
Mfg. & Process.	7	-	12.97	28.85	18.70	28.58	20.86	22.33
Trans., Comm. & Util.	3	-	14.88	25.27	14.88	25.27	23.32	21.16
Retail	4	-	14.17	23.94	14.17	23.94	18.03	18.54
Health & Educ.	14	-	14.57	30.40	14.75	26.47	17.90	19.39
Service	8	-	8.50	18.41	11.50	15.77	14.99	14.10
Public Admin.	22	1	12.02	24.93	12.13	21.69	16.23	15.89

Building Superintendent (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	3	-	12.02	18.12	12.02	18.12	12.09	14.08
20 - 49	10	-	12.98	25.16	15.87	22.50	19.20	19.14
50 - 99	17	-	8.50	30.40	12.02	20.28	14.99	16.53
100 - 399	25	1	12.13	26.47	14.00	20.86	16.71	16.68
400 Plus	10	-	15.63	28.85	15.88	28.58	23.63	21.95
Geographic Area Data								
Regina	17	-	12.09	28.85	15.63	26.47	18.41	20.11
Saskatoon	12	-	12.02	25.93	12.97	20.86	16.68	17.41
Major Urban	20	1	8.50	30.40	12.13	21.69	16.30	16.46
Minor Urban	8	-	12.02	18.12	14.17	17.67	16.23	15.84
Rural	4	-	14.50	19.72	14.50	19.72	15.98	16.54
Province-wide	4	-	14.88	25.16	14.88	25.16	19.19	19.61

Executive Housekeeper - 6130-126

Supervises and co-ordinates activities of workers engaged in keeping hotels in a clean and orderly condition. May select and purchase new furnishings.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	1	4	6.85	12.69	6.85	12.69	7.50	8.99
Non-union	-	4	6.85	12.69	6.85	12.69	8.13	8.95
Industry Data								
Service	1	4	6.85	12.69	6.85	12.69	7.50	8.99
Firm Size Data								
100 - 399	-	3	7.50	12.69	7.50	12.69	8.75	9.65

Housekeeper, Hospital/Nursing Home - 6133-014

Cleans rooms and halls in hospitals, performing any combination of duties such as sweeping and mopping floors, washing windows, emptying waste baskets and ash trays.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	75	528	9.06	12.19	11.02	11.27	10.39	10.48
Union	71	507	9.06	12.19	11.27	11.53	10.39	10.50
Non-union	4	21	9.18	12.16	10.33	11.27	10.33	10.21
Male	75	-	9.71	12.19	10.24	11.94	10.66	10.75
Union	71	-	9.84	12.19	10.38	11.94	10.66	10.80
Female	-	528	9.06	12.16	9.69	11.46	10.39	10.45
Union	-	507	9.06	11.95	9.79	11.46	10.39	10.45
Non-union	-	21	9.18	12.16	9.64	11.27	10.34	10.28
All Employees (Part-time)	20	287	8.59	11.94	9.19	10.39	10.24	10.16
Union	19	266	8.59	11.94	9.19	10.39	10.25	10.17
Non-union	1	21	9.19	11.58	9.19	11.15	9.89	10.04
Male	20	-	9.06	11.40	9.71	10.46	10.10	10.15
Union	19	-	9.06	11.40	9.84	10.46	10.10	10.17

Housekeeper, Hospital/Nursing Home (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Female	-	287	8.59	11.94	9.69	10.39	10.34	10.17
Union	-	266	8.59	11.94	9.69	10.39	10.34	10.17
Non-union	-	21	9.19	11.58	9.38	11.15	9.93	10.05
Industry Data								
Health & Educ.	72	524	9.06	12.19	11.27	11.53	10.39	10.49
(Part-time)	19	285	8.59	11.94	9.19	10.39	10.25	10.17
1 - 19	3	8	9.06	10.77	9.71	10.39	9.64	9.75
20 - 49	1	51	9.38	11.95	9.69	11.27	10.39	10.43
(Part-time)	2	88	9.19	11.58	9.69	10.59	10.37	10.19
50 - 99	3	75	9.06	12.16	9.06	11.27	10.34	10.24
(Part-time)	3	71	8.59	10.39	8.82	10.39	10.10	9.98
100 - 399	9	124	9.69	11.60	9.79	11.05	10.39	10.50
(Part-time)	1	55	9.19	11.05	9.79	10.39	10.34	10.22
400 Plus	59	270	9.69	12.19	10.66	11.46	10.39	10.57
(Part-time)	13	72	9.19	11.94	10.39	10.39	10.10	10.26
Geographic Area Data								
Regina	32	142	9.69	10.66	10.39	10.66	10.39	10.29
(Part-time)	1	17	9.19	10.39	9.19	10.39	10.10	9.92
Saskatoon	20	86	9.71	12.19	10.66	10.66	10.39	10.47
(Part-time)	13	67	9.79	10.66	10.24	10.39	10.10	10.20
Major Urban	14	113	9.06	11.94	11.94	11.94	10.39	10.58
(Part-time)	3	30	8.59	11.05	8.59	10.74	10.38	10.03
Minor Urban	7	83	9.69	11.51	9.69	11.46	10.39	10.77
(Part-time)	1	42	9.19	11.94	9.43	10.39	10.25	10.24
Rural	2	104	9.06	12.16	9.69	11.27	10.39	10.46
(Part-time)	2	131	9.19	11.58	9.69	10.39	10.34	10.19

Housekeeper, Hotel/Motel - 6133-114

Cleans rooms and halls in hotels performing any combination of duties such as sweeping and mopping floors, washing windows, emptying wastebaskets and ash trays, sorting and folding linens.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	-	53	5.00	6.85	5.00	6.47	5.25	5.48
Non-union	-	48	5.00	6.85	5.00	6.20	5.00	5.38
All Employees								
(Part-time)	2	12	5.00	6.47	5.75	6.47	5.18	5.61
Non-union	2	9	5.00	6.00	5.75	6.00	5.00	5.37
Industry Data								
Service	-	53	5.00	6.85	5.00	6.47	5.25	5.48
(Part-time)	2	11	5.00	6.47	5.75	6.47	5.25	5.65
Firm Size Data								
1 - 19	-	19	5.00	6.75	5.00	6.47	5.50	5.82
(Part-time)	2	11	5.00	6.47	5.75	6.47	5.10	5.64
20 - 49	-	9	5.50	6.85	5.50	5.95	5.50	5.70
Geographic Area Data								
Minor Urban	-	18	5.00	6.85	5.00	6.25	5.50	5.55
Rural	-	14	5.00	6.75	5.00	6.75	5.50	5.59
(Part-time)	2	7	5.00	6.00	5.75	6.00	5.00	5.34

Laundry Foreman/woman - 6160-110

Plans, directs and controls the organization, administration and operation of one or more organizational units such as drycleaning, laundering and pressing in commercial or institutional service facility.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	20	22	7.00	18.50	12.58	13.64	7.00	12.54
Union	12	14	9.69	17.95	12.72	13.64	9.82	12.62
Non-union	8	8	7.00	18.50	11.13	12.97	12.75	12.43
Male	20	-	9.71	18.50	10.53	17.95	12.77	13.52
Union	12	-	10.53	17.95	12.58	14.38	12.77	13.36
Non-union	8	-	9.71	18.50	10.25	18.21	12.86	13.76
Female	-	22	7.00	14.51	9.69	13.64	11.70	11.65
Union	-	14	9.69	13.64	9.94	13.64	12.08	11.98
Non-union	-	8	7.00	14.51	7.00	14.51	11.52	11.09
Industry Data								
Health & Educ. Service	10	13	9.69	18.50	12.77	12.97	9.69	12.87
	3	7	7.00	13.64	11.13	13.64	10.06	11.67
Firm Size Data								
20 - 49	-	6	9.69	11.49	9.69	10.66	10.14	10.30
50 - 99	3	8	7.00	13.64	11.13	13.64	11.58	12.02
100 - 399	2	4	7.00	16.60	11.82	16.60	9.11	12.05
400 Plus	14	4	10.53	18.50	12.72	12.72	13.79	13.93
Geographic Area Data								
Regina	9	8	9.71	14.38	12.58	13.64	14.38	12.70
Saskatoon	3	3	7.00	14.51	11.13	14.51	10.02	11.74
Major Urban	3	-	16.60	18.50	16.60	18.50	18.21	17.77
Minor Urban	5	4	7.00	17.95	11.49	12.77	17.95	12.50
Rural	-	7	9.69	11.82	9.69	11.58	10.66	10.60

Laundry Man/Woman, Hospital/Nursing Home - 6161-114

Washes, dries and irons articles in hand laundries and laundromats, using equipment such as washing and drying machines and hand iron.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	23	146	5.95	16.12	12.20	11.81	10.66	10.85
Union	23	134	9.06	16.12	12.19	11.81	10.66	10.96
Non-union	-	12	5.95	10.34	9.42	10.34	9.69	9.52
Male								
Union	23	-	9.69	14.33	9.69	12.68	11.81	11.76
Female	-	146	5.95	16.12	9.69	11.83	10.66	10.71
Union	-	134	9.06	16.12	9.69	11.83	10.66	10.82
Non-union	-	12	5.95	10.34	9.42	10.34	9.69	9.52
All Employees (Part-time)	2	112	9.06	11.72	9.69	10.95	10.34	10.30
Union	2	100	9.06	11.72	9.69	10.95	10.34	10.32
Non-union	-	12	9.42	10.66	9.43	10.66	10.05	10.07
Female	-	112	9.06	11.72	9.69	10.95	10.34	10.31
Union	-	100	9.06	11.72	9.69	10.95	10.34	10.34
Non-union	-	12	9.42	10.66	9.43	10.66	10.05	10.07

Laundry Man/Woman, Hospital/Nursing Home (continued)

Washes, dries and irons articles in hand laundries and laundromats, using equipment such as washing and drying machines and hand iron.

(Hourly Rates)

Firm Size Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
1 - 19	-	5	9.06	10.34	9.44	10.34	9.64	9.64
20 - 49	-	20	9.42	10.73	9.69	10.66	10.22	10.16
(Part-time)	-	37	9.19	10.66	9.69	10.66	10.34	10.23
50 - 99	-	38	5.95	10.95	9.84	10.95	10.85	10.46
(Part-time)	-	38	9.06	10.95	9.69	10.95	10.08	10.23
100 - 399	6	25	9.69	16.12	12.20	12.20	10.66	11.27
(Part-time)	-	19	9.43	11.72	9.97	11.40	10.65	10.57
400 Plus	17	58	9.43	14.33	11.81	11.83	10.65	11.15
(Part-time)	2	16	9.43	11.72	9.43	10.95	10.32	10.34

Geographic Area Data

Regina	7	43	9.43	11.81	11.81	11.81	10.95	10.76
(Part-time)	1	24	9.43	11.72	9.43	10.95	10.95	10.48
Saskatoon	2	15	5.95	16.12	5.95	10.66	10.39	10.73
(Part-time)	1	12	9.79	10.66	9.79	10.39	10.34	10.27
Major Urban	12	29	9.06	14.33	11.77	11.72	10.65	11.12
(Part-time)	-	13	9.06	11.72	10.52	11.56	10.66	10.79
Minor Urban	2	29	9.69	12.20	9.69	11.83	11.27	11.31
(Part-time)	-	9	9.43	10.66	9.69	10.34	9.97	10.02
Rural	-	30	9.06	10.75	9.69	10.66	10.34	10.24
(Part-time)	-	54	9.19	10.66	9.69	10.66	10.10	10.15

Laundry Man/Woman, Hotel/Motel - 6161-114

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	-	4	5.50	6.75	5.50	6.75	6.59	6.36
Non-union	-	3	5.50	6.75	5.50	6.75	6.50	6.25
All Employees								
(Part-time)								
Non-union	-	3	5.50	6.75	5.50	6.75	5.70	5.98

Industry Data

Service	-	4	5.50	6.75	5.50	6.75	6.59	6.36
(Part-time)	-	3	5.50	6.75	5.50	6.75	5.70	5.98

Dry Cleaner - 6163-110

Dry cleans, by hand or machine, garments, drapes and other apparel and furnishings that cannot be washed in water without shrinkage or fabric damage, using knowledge of cleaning process, fabrics and colours.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)								
Non-union	3	-	5.55	7.25	5.55	7.25	6.45	6.42

Industry Data

Service	3	-	5.55	7.25	5.55	7.25	6.45	6.42

Machine Presser - 6165-126

Operates steam pressing machine that smooths and shapes clothing, textile furnishings and similar articles. May specialize in one or more types of pressing and be designated accordingly.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	11	5.35	10.95	5.50	10.95	6.30	7.13

Checker and Wrapper - 6169-166

Identifies, sorts, inspects and packages laundered articles.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	-	8	6.30	11.03	6.35	11.03	10.34	9.12
Firm Size Data								
50 - 99	-	7	6.30	11.03	6.35	11.03	11.03	9.04

Supervising Janitor - 6190-110

Supervises and co-ordinates the activities of workers engaged in cleaning buildings, furnishings and industrial equipment, performing minor maintenance work and tending furnaces.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	203	24	7.61	19.25	7.69	11.88	12.24	12.36
Union	190	17	7.69	17.65	11.88	13.66	12.24	12.31
Non-union	13	7	7.61	19.25	8.66	14.49	17.78	12.87
Male	203	-	7.61	19.25	11.88	13.12	12.24	12.41
Union	190	-	7.86	17.65	11.88	13.06	12.24	12.35
Non-union	13	-	7.61	19.25	7.61	18.49	13.37	13.29
Female	-	24	7.69	14.79	8.94	14.49	12.24	11.93
Union	-	17	7.69	12.65	11.58	12.24	12.24	11.86
Non-union	-	7	8.94	14.79	8.94	14.50	14.03	12.09
All Employees (Part-time)	5	12	6.50	12.32	8.26	11.93	6.50	8.45
Union	5	3	8.26	12.32	8.66	11.58	12.29	10.65
Male								
Union	5	-	8.26	12.32	11.58	12.32	11.93	11.27
Female	-	12	6.50	11.90	6.50	8.66	6.50	7.28
Union	-	3	8.26	11.90	8.26	11.90	8.66	9.61
Industry Data								
Health & Educ.	119	10	7.69	19.25	11.88	17.65	12.65	12.54
(Part-time)	5	3	8.26	12.32	8.66	11.58	12.29	10.65
Service	4	3	7.61	13.55	7.61	8.94	13.55	9.22
Firm Size Data								
20 - 49	11	-	12.26	17.98	12.32	14.59	12.55	13.28
(Part-time)	4	-	11.58	12.32	11.58	12.32	12.10	12.02
50 - 99	11	1	11.90	19.25	11.90	19.25	11.90	12.83
100 - 399	33	8	7.61	18.49	8.66	8.94	11.95	11.52
400 Plus	146	15	11.27	16.59	11.88	15.81	12.24	12.47

Supervising Janitor (continued)

(Hourly Rates) — **Geographic Area Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	82	12	7.61	17.65	8.94	12.22	12.24	12.14
Saskatoon	70	5	11.58	18.49	11.88	13.52	12.65	12.68
Major Urban	28	5	11.82	19.25	11.82	12.13	11.95	12.37
Minor Urban	6	-	12.72	17.98	13.09	17.57	15.00	15.23
Rural	17	2	7.69	14.50	8.66	13.37	12.26	11.27
(Part-time)	5	2	8.26	12.32	8.26	11.58	12.26	10.4*

Janitor - 6191-110

Keeps hotel, office buildings, apartment house and similar buildings in clean and orderly condition and tends furnace and boiler to provide heat and hot water for tenants performing any combination of the following duties: sweeps, mops, scrubs, waxes hallways, floors and stairs.

(Hourly Rates) — **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	476	168	5.00	18.08	10.31	11.98	11.57	11.20
Union	381	139	5.67	15.26	11.26	11.98	11.63	11.61
Non-union	95	29	5.00	18.08	6.92	8.55	10.50	9.47
Male	476	-	6.15	18.08	9.25	12.58	11.40	11.22
Union	381	-	6.36	15.26	11.04	12.58	11.50	11.60
Non-union	95	-	6.15	18.08	6.92	12.84	9.25	9.68
Female	-	168	5.00	16.17	8.55	11.98	11.63	11.14
Union	-	139	5.67	12.58	11.26	11.98	11.63	11.62
Non-union	-	29	5.00	16.17	6.00	11.27	7.50	8.79
All Employees								
(Part-time)	51	89	6.00	14.44	10.19	11.98	10.76	10.87
Union	26	70	9.79	14.44	11.31	11.98	11.64	11.75
Non-union	25	19	6.00	12.26	6.00	9.66	11.70	8.94
Male	51	-	6.00	14.44	6.00	11.70	11.31	10.35
Union	26	-	10.25	14.44	11.31	12.32	11.64	11.69
Non-union	25	-	6.00	12.26	6.00	11.70	10.00	8.96
Female	-	89	6.00	12.14	9.25	11.98	11.98	11.16
Union	-	70	9.79	12.14	11.31	11.98	11.98	11.17
Non-union	-	19	6.00	10.97	7.12	10.76	9.25	8.92
Industry Data								
Mfg. & Process.	4	-	10.16	15.26	10.16	15.26	12.63	12.67
Retail	3	2	5.00	9.65	8.55	8.55	9.65	7.85
Health & Educ.	330	65	5.67	18.08	10.59	11.27	11.50	11.21
(Part-time)	15	20	7.12	12.50	10.25	12.10	7.69	10.54
Service	26	4	6.00	9.25	6.00	6.92	7.21	7.70
(Part-time)	14	5	6.00	14.44	6.00	9.25	11.70	8.64
Public Admin.	107	95	6.36	13.47	11.26	11.98	13.01	11.71
(Part-time)	21	62	7.00	11.98	11.31	11.98	11.64	11.60
Firm Size Data								
1 - 19	19	2	9.25	13.47	9.25	13.47	9.71	10.38
(Part-time)	1	9	7.00	12.14	7.00	10.97	9.25	9.39
20 - 49	44	15	5.00	13.58	8.67	12.10	11.68	10.72
(Part-time)	4	9	6.00	12.32	10.25	12.10	7.69	10.25
50 - 99	71	21	5.67	18.08	6.15	11.22	11.56	10.37
(Part-time)	4	1	7.44	14.44	7.44	12.50	14.44	11.88
100 - 399	97	18	6.92	16.17	6.92	11.27	11.47	11.01
(Part-time)	22	7	6.00	11.70	6.00	9.79	10.76	9.10
400 Plus	245	112	10.38	14.90	11.26	11.98	11.63	11.60
(Part-time)	20	63	10.38	11.98	11.31	11.98	11.64	11.70

Janitor (continued)

(Hourly Rates) — Geographic Area Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	161	99	6.92	14.90	11.26	11.98	12.39	11.48
(Part-time)	33	60	6.00	14.44	10.59	11.98	11.64	11.23
Saskatoon	117	20	6.00	13.85	11.04	11.04	11.37	11.25
(Part-time)	3	3	9.79	11.70	11.02	11.70	10.75	11.21
Major Urban	88	7	5.00	15.26	11.47	12.47	11.55	11.59
(Part-time)	1	2	7.50	12.50	10.38	12.50	7.50	10.13
Minor Urban	43	15	6.15	16.17	6.15	12.10	10.80	10.17
(Part-time)	7	13	7.44	12.14	10.76	12.10	9.25	10.44
Rural	67	27	5.67	18.08	8.90	11.27	11.49	10.58
(Part-time)	7	11	6.00	12.32	10.00	10.19	7.06	9.50

Cleaner, Light Duties - 6191-114

Cleans interior of commercial establishments, office buildings, apartment buildings or private homes. Mops, sweeps and dusts floors. Vacuums carpets, draperies and upholstered furniture. Cleans and disinfects washroom facilities.

(Hourly Rates) — Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	73	43	6.25	16.79	10.03	10.81	15.27	11.30
Union	69	35	8.92	16.79	10.64	10.81	14.53	11.63
Non-union	4	8	6.25	11.25	8.51	9.85	6.50	8.48
Male	73	-	6.80	16.79	10.03	16.03	10.81	11.78
Union	69	-	8.92	16.79	10.03	16.03	10.81	11.97
Female	-	43	6.25	14.53	8.99	11.16	10.70	10.49
Union	-	35	10.64	14.53	10.64	11.16	10.70	10.97
Non-union	-	8	6.25	11.25	6.49	9.85	8.99	8.41
All Employees								
(Part-time)	14	249	5.00	14.07	5.25	10.24	5.25	6.46
Union	5	164	5.25	13.93	5.25	10.81	5.25	6.59
Non-union	9	85	5.00	14.07	5.00	7.65	5.25	6.23
Male	14	-	8.31	14.07	8.50	14.07	10.12	10.93
Non-union	9	-	8.50	14.07	8.75	14.07	9.81	10.72
Female	-	249	5.00	13.93	5.25	10.24	5.25	6.21
Union	-	164	5.25	13.93	5.25	10.81	5.25	6.45
Non-union	-	85	5.00	12.53	5.25	7.72	5.25	5.75
Industry Data								
Retail								
(Part-time)	4	2	9.81	14.07	9.81	9.81	14.07	11.23
Health & Educ.	38	19	8.51	11.25	10.03	10.81	10.81	10.48
(Part-time)	3	15	7.65	12.53	11.77	10.81	10.81	10.09
Service								
(Part-time)	-	204	5.25	5.25	5.25	5.25	5.25	5.25
Firm Size Data								
1 - 19								
(Part-time)	3	1	9.70	14.07	9.70	9.70	14.07	11.69
20 - 49	3	2	8.51	11.16	9.38	11.16	9.81	10.00
(Part-time)	2	3	5.00	10.00	8.15	10.00	5.00	7.86
100 - 399	33	26	6.49	16.79	10.64	10.70	16.43	11.66
(Part-time)	3	213	5.25	12.53	5.25	5.25	5.25	5.48
400 Plus								
(Part-time)	6	30	9.81	13.05	13.49	13.03	10.81	11.29

Cleaner, Light Duties (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Regina	7	11	6.25	10.70	8.92	10.70	8.60	9.66
(Part-time)	7	227	5.25	13.03	5.25	5.25	5.25	6.02
Saskatoon	52	15	6.50	16.79	10.03	10.81	10.81	12.11
(Part-time)	2	9	9.70	10.81	10.00	10.81	10.81	10.53

Cleaner, Industrial Plant - 6191-118

Performs any combination of the following duties to keep work areas in production departments of industrial establishments in clean and orderly condition, and to transfer materials throughout the establishment: sweeps, and mops floors and cleans aisles and work areas around machines; washes windows; waxes and polishes floors.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	61	16	8.92	15.24	11.41	12.80	14.85	12.98
Union	50	14	11.30	15.24	11.41	12.80	14.85	13.39
Non-union	11	2	8.92	11.70	9.74	11.70	11.60	10.94
Male	61	-	8.92	15.24	11.30	14.85	12.78	13.08
Union	50	-	11.30	15.24	11.41	14.85	14.85	13.59
Non-union	11	-	8.92	11.70	9.74	11.60	11.54	10.80
Female	-	16	11.41	12.80	11.70	12.80	12.80	12.57
Union	-	14	11.41	12.80	12.78	12.80	12.80	12.70
All Employees								
(Part-time)	46	5	5.25	12.33	5.75	12.13	5.75	6.84
Union	39	2	5.75	12.33	5.75	5.75	5.75	6.28
Non-union	7	3	5.25	11.70	5.50	11.70	10.03	9.15
Male	46	-	5.50	12.13	5.75	10.03	5.75	6.51
Non-union	7	-	5.50	11.70	5.50	10.03	10.03	8.97
Female	-	5	5.25	12.33	8.65	12.33	11.70	9.93
Non-union	-	3	5.25	11.70	5.25	11.70	11.70	9.55
Industry Data								
Primary	6	-	11.54	15.24	12.32	15.24	13.34	13.50
Mfg. & Process.	36	1	11.41	14.85	11.41	14.85	14.85	13.75
(Part-time)	2	1	5.25	5.50	5.25	5.50	5.50	5.42
Trans., Comm. & Util.	5	13	12.78	12.80	12.78	12.80	12.80	12.79
Service	4	2	11.30	12.13	11.30	11.70	11.92	11.64
(Part-time)	44	2	5.75	12.13	5.75	10.03	5.75	6.78
Firm Size Data								
20 - 49								
(Part-time)	2	1	5.50	8.65	5.50	8.65	5.50	6.55
50 - 99	4	-	12.13	14.19	12.13	14.19	13.87	13.51
100 - 399	23	3	8.92	15.24	10.12	15.24	11.41	11.52
400 Plus	29	13	12.78	14.85	12.80	12.80	14.85	13.97
Geographic Area Data								
Regina	13	2	11.30	13.80	11.60	12.78	12.66	12.28
(Part-time)	39	1	5.75	12.33	5.75	5.75	5.75	6.22
Saskatoon	29	2	11.54	14.85	12.74	14.85	14.85	14.27

Cleaner, Vehicle - 6198-126

Cleans interiors and exteriors of vehicles using broom, hose and cleaning gun. May polish exterior of vehicle.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	6	-	11.79	13.18	11.79	13.18	12.49	12.49
Union	6	-	11.79	13.18	11.79	13.18	11.79	12.25
			Industry Data					
Trans., Comm. & Util.	6	-	11.79	13.18	11.79	13.18	11.79	12.25

Landscape Worker - 7195-146

Landscapes grounds around commercial and industrial establishments and homes. Prepares terrain for lawns; applies fertilizer, grass seed or sod; digs holes and trenches for shrubbery and plants flowers and bulbs in garden areas.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	164	11	6.00	14.90	10.84	14.08	10.89	11.34
Union	152	11	9.59	14.90	10.89	14.08	10.89	11.48
Non-union	12	-	6.00	12.50	6.50	12.48	9.50	9.54
Male	164	-	6.00	14.90	10.00	13.24	10.89	11.35
Union	152	-	9.59	14.90	10.84	13.24	10.89	11.50
Non-union	12	-	6.00	12.50	6.50	12.48	9.50	9.54
Industry Data								
Public Admin.	154	11	6.00	14.90	10.89	14.08	10.89	11.46
Firm Size Data								
1 - 19	11	-	6.00	12.50	6.50	12.00	9.00	9.27
100 - 399	140	11	10.84	14.90	10.89	13.70	10.89	11.55
Geographic Area Data								
Regina	129	11	6.00	14.90	10.89	14.90	10.89	11.38
Major Urban	21	-	10.84	13.70	10.84	12.85	12.21	12.05

Farm Machinery Operator - 7197-114

Operates self-propelled farm machinery to plant, cultivate and harvest crops.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	30	-	7.65	8.30	7.65	7.85	7.68	7.76
Non-union	30	-	7.65	8.30	7.65	7.85	7.68	7.76
Industry Data								
Mfg. & Process.	30	-	7.65	8.30	7.65	7.85	7.68	7.76
Firm Size Data								
20 - 49	30	-	7.65	8.30	7.65	7.85	7.68	7.76
Geographic Area Data								
Rural	30	-	7.65	8.30	7.65	7.85	7.68	7.76

Shift Foreman/woman - 7710-199

Supervises and co-ordinates the activities of workers engaged in any and all aspects of a strip-mining operation.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	106	1	14.15	34.66	14.15	27.70	22.79	22.11
Non-union	98	1	14.15	34.66	14.15	27.70	22.79	22.40
Male	106	-	14.15	34.66	14.15	27.70	22.79	22.09
Non-union	98	-	14.15	34.66	14.15	27.70	22.79	22.38

Shift Foreman/woman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	99	1	14.15	34.66	14.15	27.70	22.79	21.80
Firm Size Data								
100 - 399	85	-	14.15	27.70	14.15	26.45	22.79	21.49
Geographic Area Data								
Saskatoon	33	-	14.15	27.70	14.15	27.70	22.36	20.51
Rural	36	-	21.64	26.45	21.64	26.45	22.79	23.15
Province-wide	37	1	14.42	34.66	14.42	29.98	24.73	22.51

Loadout Operator - 7713-170

Loads hopper or box cars with product as required.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	56	2	13.58	18.15	14.78	17.82	16.09	16.18
Male Union	56	-	13.58	18.15	14.78	17.82	16.09	16.23
Industry Data								
Primary	56	2	13.58	18.15	14.78	17.82	16.09	16.18
Firm Size Data								
100 - 399	23	-	13.58	18.15	13.91	18.15	17.25	16.57

Miner Operator - 7713-172

This worker operates a continuous mining machine and has responsibility for maintaining the machine on line and grade. Also has the responsibility for minor and routine maintenance work on the machine including changing of the bits, lubrication, etc., and maintains ventilation.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	203	-	18.15	19.46	18.15	18.69	18.29	18.46
Union	197	-	18.15	19.46	18.15	18.69	18.29	18.46
Industry Data								
Primary	203	-	18.15	19.46	18.15	18.69	18.29	18.46
Firm Size Data								
100 - 399	158	-	18.15	19.46	18.15	19.46	18.15	18.40
Geographic Area Data								
Rural	132	-	18.15	18.68	18.15	18.29	18.15	18.23

Loader Operator - 8711-174

This worker is responsible for the operation of the loader, including ventilation, lubrication and routine maintenance.

(Hourly Rates)

	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	55	-	16.09	16.86	16.09	16.86	16.37	16.30
Union	49	-	16.09	16.37	16.09	16.37	16.10	16.23
Industry Data								
Primary	55	-	16.09	16.86	16.09	16.86	16.37	16.30
Firm Size Data								
100 - 399	46	-	16.10	16.86	16.10	16.86	16.37	16.34

Shuttle Car Operator - 7713-176

This worker is responsible for the shuttle car operation including ventilation, lubrication and minor or routine maintenance.

(Hourly Rates)

	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	58	1	15.26	17.22	15.26	17.22	16.09	16.32
Male Union	58	-	15.26	17.22	15.26	17.22	16.09	16.33
Industry Data								
Primary	58	1	15.26	17.22	15.26	17.22	16.09	16.32
Firm Size Data								
100 - 399	50	-	15.26	17.22	15.26	17.22	15.72	16.37

Utility and/or Service Operator - 7713-178

Performs the various back-up functions to the mining operation such as ventilation.

(Hourly Rates)

	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	19	-	13.58	14.67	13.58	14.67	13.94	14.06
Industry Data								
Primary	19	-	13.58	14.67	13.58	14.67	13.94	14.06
Firm Size Data								
100 - 399	19	-	13.58	14.67	13.58	14.67	13.94	14.06

Hoistman/woman - 7713-180

Responsible for the operation of conveyances that move men and materials, product ore, from underground to surface and vice versa.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	31	-	16.06	18.15	16.94	18.15	17.82	17.69
Union	28	-	16.06	18.15	16.94	18.15	17.94	17.70
Industry Data								
Primary	31	-	16.06	18.15	16.94	18.15	17.82	17.69
Firm Size Data								
100 - 399	22	-	16.06	18.15	16.94	18.15	17.59	17.54
Geographic Area Data								
Rural	14	-	16.06	18.15	17.59	18.15	17.82	17.75

Cage Tender - 7713-184

Responsible for the operation and movement of the personnel cage and hoist, pertaining to the conveyance of workers and material between surface and underground.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	10	-	14.42	16.13	16.09	16.09	16.09	15.93
Industry Data								
Primary	10	-	14.42	16.13	16.09	16.09	16.09	15.93

Labourer, Mine - 7718-110

Assists in assembling and operating machinery to drill oil and gas wells.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	106	8	8.00	18.00	12.36	16.00	14.15	13.64
Non-union	28	4	8.00	18.00	8.00	13.00	13.50	13.36
Male	106	-	8.00	18.00	12.36	14.15	14.15	13.74
Non-union	28	-	8.00	18.00	13.00	16.00	13.00	13.77
Industry Data								
Primary	106	8	8.00	18.00	12.36	16.00	14.15	13.64
Firm Size Data								
1 - 19	28	4	8.00	18.00	8.00	13.00	13.50	13.36

Shaftsmen/women - 7719-164

Responsible for inspection and maintenance of the shaft, also loading pocket storage, pump station, ropes and head frame pertaining to the hoisting operation.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	.	17.96	18.20	17.96	18.06	18.06	18.02
Union	10	.	17.96	18.20	17.96	18.06	18.06	18.04
Industry Data								
Primary	12	.	17.96	18.20	17.96	18.06	18.06	18.02
Firm Size Data								
100 - 399	6	.	17.96	18.20	17.96	17.96	17.96	17.99

Crystallizer Operator - 8111-144

Operates crystallizers in a refinery on a shift basis.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	32	.	13.91	18.68	16.06	18.68	17.69	17.46
Male Union	32	.	13.91	18.68	16.06	18.68	17.69	17.46
Industry Data								
Primary	32	.	13.91	18.68	16.06	18.68	17.69	17.46
Firm Size Data								
100 - 399	25	.	13.91	18.68	16.06	18.68	17.82	17.40
Geographic Area Data								
Rural	17	.	13.91	18.15	16.06	18.15	17.82	17.11

Flotation Operator - 8111-146

Operates flotation equipment in a refinery on a shift basis.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	20	2	13.91	18.15	16.06	18.15	17.59	17.09
Male Union	20	.	13.91	18.15	16.06	18.15	17.06	17.01
Industry Data								
Primary	20	2	13.91	18.15	16.06	18.15	17.59	17.09
Firm Size Data								
100 - 399	14	2	13.91	18.15	16.06	18.15	17.82	17.31

Flotation Operator (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Rural	14	2	13.91	18.15	16.08	18.15	17.82	17.31

Product Screening Operator - 8111-148

Operates screens, conveyor systems, elevator systems, performs simple screening analyses, records data in the screening area of the refinery.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	1	13.91	18.68	16.09	18.68	17.82	17.26
Male								
Union	31	-	13.91	18.68	16.09	18.68	17.82	17.29
			Industry Data					
Primary	31	1	13.91	18.68	16.09	18.68	17.82	17.26
			Firm Size Data					
100 - 399	26	-	13.91	18.68	16.52	18.68	17.99	17.52
			Geographic Area Data					
Rural	14	-	13.91	18.15	16.08	18.15	17.82	17.20

Foreman/woman, Clay or Concrete Products - 9150-110

Supervises and co-ordinates the activities of workers engaged in the production and/or distribution of clay or concrete products.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	8	-	11.50	29.84	15.70	20.50	19.51	19.44

Foreman/woman, Dairy - 8210-138

Supervises and co-ordinates the activities of workers engaged in processing of raw milk and cream to make pasteurized milk and cream and butter, cheese, ice-cream, and other dairy products.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Union	10	-	14.19	18.74	14.64	18.32	18.32	18.07
			Industry Data					
Mfg. & Process.	10	-	14.19	18.74	14.64	18.32	18.32	18.07

Foreman/women, Meat Processing - 8210-142

Supervises and co-ordinates the activities of workers engaged in slaughtering animals or poultry and in processing meat for distribution.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	31	2	10.00	19.20	12.75	18.28	17.50	16.11
Male Non-union	31	-	10.00	19.20	12.75	17.50	17.50	16.02
Industry Data								
Mfg. & Process.	31	2	10.00	19.20	12.75	18.28	17.50	16.11
Firm Size Data								
1 - 19	6	-	10.00	12.75	10.00	12.75	11.69	11.49
Geographic Area Data								
Rural	3	-	10.00	10.63	10.00	10.63	10.00	10.21

Miller - 8211-114

Operates cracking rolls, hammer mills, high speed grinder or buhr mill to grind flour, meal, grits or hominy, according to specifications. Opens and closes slides in spouts to route grain to required grinders. Turns wheels or actuates panel controls to adjust pressure of rollers for each passage of grain, or adjust pressure of grinding stones according to grain size, hardness and fineness specified for product.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	23	-	7.56	13.30	7.56	12.66	11.00	10.31
Non-union	19	-	7.56	13.30	7.56	12.06	8.50	9.81
Industry Data								
Mfg. & Process.	22	-	7.56	13.30	7.56	12.66	11.00	10.31
Firm Size Data								
1 - 19	12	-	10.25	13.30	11.00	13.07	12.37	12.22
Geographic Area Data								
Minor Urban	10	-	12.06	13.30	12.06	13.07	12.66	12.53
Rural	12	-	7.56	11.00	7.56	10.25	7.56	8.30

Grain Cleaner - 8211-162

Tends machines that remove foreign matter, separate and dry grain preparatory to milling. Inspects processed grain to ensure cleanliness. May weigh and bag cleaned grain and rejected material and record weight of bagged material on tally sheet.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	-	8.00	16.91	9.00	16.91	10.37	12.00

Grain Cleaner (continued)

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	9	-	8.00	16.91	8.00	16.91	16.91	14.05

Hand Icer - 8213-194

Covers baked goods with icing or frosting by hand. May pack iced products in cartons.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	1	5.25	13.50	5.25	13.50	9.00	9.25

Baker Helper, General - 8213-218

Assists baker in the production of baked goods, performing duties such as moving and distributing bakery supplies and products; helping to load and unload machines, bins, hoppers, etc; cleaning equipment; and mixing, kneading and shaping dough.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	1	5.00	13.50	5.25	13.50	8.65	7.95
Male								
Non-union	6	-	5.00	13.50	5.25	10.25	7.83	8.28
All Employees (Part-time)								
Non-union	4	-	5.00	10.25	5.00	10.25	5.90	6.76
			Industry Data					
Mfg. & Process.	5	1	5.00	13.50	7.00	13.50	9.45	8.40

Meat Cutter - 8215-110

Cuts, trims and prepares meat for marketing, performing a combination of duties. May wrap and weigh meat for customers and collect payment for sales.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	91	15	6.66	15.75	9.75	15.41	15.41	13.64
Union	69	15	8.04	15.75	12.21	15.41	15.41	14.66
Non-union	22	-	6.66	12.50	7.00	12.45	10.00	9.75
Male	91	-	6.66	15.75	9.00	15.41	15.41	13.35
Union	69	-	8.04	15.75	12.21	15.41	15.41	14.49
Non-union	22	-	6.66	12.50	7.00	12.45	10.00	9.75
All Employees (Part-time)	5	1	10.00	12.00	10.48	12.00	11.99	11.41
Male	5	-	10.00	12.00	10.48	12.00	11.97	11.29

Meat Cutter (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	65	15	7.00	15.75	12.21	15.41	15.41	14.68
Retail	26	-	6.66	13.98	8.00	12.45	11.02	10.44
(Part-time)	5	1	10.00	12.00	10.48	12.00	11.99	11.41
Firm Size Data								
1 - 19	10	-	7.00	12.50	8.25	12.00	10.00	10.03
20 - 49	4	-	9.75	15.75	9.75	15.75	11.11	11.93
50 - 99	11	-	6.66	13.98	6.66	11.50	8.86	9.28
100 - 399	16	-	8.55	13.70	11.97	12.45	12.23	12.12
Geographic Area Data								
Major Urban	12	-	9.75	13.98	11.97	12.45	12.21	12.17
Minor Urban	12	-	6.66	12.45	6.66	12.45	11.02	9.99
Rural	15	-	7.00	12.50	8.25	12.00	10.00	9.91

Butcher - 8215-114

Slaughters animals in small meat packing establishments using tools such as saws, cleaver and knives. May trim, clean and salt hides in packs for curing. May make sausages and other meat products.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	39	1	7.00	11.89	11.65	11.89	11.65	11.54
Male	39	-	7.00	11.89	11.65	11.89	11.65	11.54
Industry Data								
Mfg. & Process.	39	1	7.00	11.89	11.65	11.89	11.65	11.54

Boner, Meat - 8215-126

Cuts bones from standard cuts of meat to prepare them for packing and marketing. May roll and tie boned meat cuts to make roasts.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	106	10	8.00	16.25	11.65	15.75	15.41	13.95
Union	102	10	11.41	16.25	11.65	15.75	15.41	14.10
Male	106	-	8.00	16.25	11.65	15.41	15.41	14.18
Union	102	-	11.41	16.25	11.65	15.41	15.41	14.35
Industry Data								
Mfg. & Process.	106	10	8.00	16.25	11.65	15.75	15.41	13.95

Milk and Cream Receiver - 8223-126

Receives milk and cream from tank trucks or in cans at creamery or dairy, performing any combination of duties so associated.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time) Union	6	-	14.19	14.35	14.19	14.19	14.19	14.22
			Industry Data					
Mfg. & Process.	6	-	14.19	14.35	14.19	14.19	14.19	14.22

Milk Processing Equipment Operator - 8223-110

Controls continuous flow or vat-type equipment to process fresh milk and cream according to standard procedures.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time) Union	4	-	14.22	14.91	14.22	14.91	14.43	14.50
			Industry Data					
Mfg. & Process.	4	-	14.22	14.91	14.22	14.91	14.43	14.50

Dairy Helper - 8223-138

Helps dairymen/women to prepare dairy products performing duties such as scrubbing and cleaning, attaching pipes and fittings, examining raw milk for dirt, starting and stopping machines, weighing containers, etc.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time) Union	22	-	13.50	14.39	14.19	14.35	14.19	14.18
			Industry Data					
Mfg. & Process.	22	-	13.50	14.39	14.19	14.35	14.19	14.18

Food Tester - 8226-110

Performs standard tests on food and drink ingredients and products to determine quantitative and qualitative physical and chemical properties to ensure compliance with control standards, using laboratory equipment.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	2	5	9.50	20.87	14.35	20.03	10.26	14.72

Food Tester (continued)

(Hourly Rates)	Industry Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Mfg. & Process.	2	5	9.50	20.87	14.35	20.03	10.26	14.72

Meat Packager - 8228-118

Wraps, weighs and labels meat products for sale or shipment.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	1	12	5.50	12.45	5.50	12.33	6.55	7.97
Union	-	3	7.02	12.45	7.02	12.45	12.33	10.60
Non-union	1	9	5.50	11.25	5.50	8.09	6.21	7.18
Female	-	12	5.50	12.45	5.75	12.33	6.70	7.70
Union	-	3	7.02	12.45	7.02	12.45	12.33	10.60
Non-union	-	9	5.50	9.65	5.75	8.09	6.50	6.73
All Employees								
(Part-time)	6	12	5.00	9.00	5.10	9.00	5.71	7.08
Union	4	8	5.10	9.00	5.10	9.00	7.93	7.89
Non-union	2	4	5.00	5.75	5.45	5.67	5.40	5.45
Male	6	-	5.00	9.00	5.10	7.59	5.28	6.21
Union	4	-	5.10	9.00	5.10	9.00	6.35	6.70
Female	-	12	5.15	9.00	5.65	9.00	7.93	7.51
Union	-	8	7.32	9.00	7.32	9.00	8.87	8.49
Non-union	-	4	5.15	5.75	5.15	5.75	5.66	5.56
			Industry Data					
Retail	1	12	5.50	12.45	5.50	12.33	6.55	7.97
(Part-time)	6	11	5.00	9.00	5.10	9.00	5.75	7.16
			Firm Size Data					
20 - 49	-	3	5.75	8.09	5.75	8.09	6.85	6.90
50 - 99	-	5	5.50	12.45	5.75	12.45	5.91	7.33
(Part-time)	2	6	5.10	8.98	7.59	8.53	5.66	6.55
100 - 399								
(Part-time)	3	6	5.10	9.00	5.45	9.00	7.32	7.77
			Geographic Area Data					
Minor Urban	-	4	5.91	9.65	5.91	9.65	7.32	7.55
(Part-time)	3	4	5.10	8.98	5.45	8.53	5.15	6.65
Rural	1	5	5.50	11.25	5.50	6.85	6.13	7.15

Foreman/woman, Wood Processing - 8230-199

Supervises and co-ordinates the activities of workers engaged in all aspects of production.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	5	-	12.70	19.81	15.87	19.81	15.87	16.57
Male								
Non-union	5	-	12.70	19.81	15.87	19.81	15.87	16.57
			Industry Data					
Mfg. & Process.	4	-	12.70	19.81	12.70	19.81	17.24	16.75

Foreman/woman, Wood Processing (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
20 - 49	3	-	12.70	18.60	12.70	18.60	15.87	15.72
Geographic Area Data								
Major Urban	3	-	15.87	19.81	15.87	19.81	18.60	18.09

Drill Press Operator - 8313-094

Sets up and operates drill press to drill, countersink, spot face and tap holes in metal parts or stock.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	17	-	7.72	12.88	9.17	12.88	12.88	12.09
Union	16	-	7.72	12.88	9.17	12.88	12.88	12.09
Industry Data								
Mfg. & Process.	16	-	9.17	12.88	12.00	12.88	12.88	12.36

Automotive Machinist - 8313-150

Sets up and operates a variety of machine tools such as lathes, valve grinders and piston grinding and turning machines to repair automotive engines and parts.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time) Non-union	13	-	9.25	12.43	9.81	12.43	11.25	11.36
Industry Data								
Mfg. & Process.	12	-	9.25	12.43	10.50	12.43	11.63	11.49
Firm Size Data								
1 - 19	5	-	9.81	12.00	10.50	12.00	10.50	10.76

Machinist, General - 8313-154

Sets up and operates various machine tools and fits and assembles parts to make or repair mechanisms, tools or machines, applying knowledge of mechanics, shop mathematics, metal properties, lay-out and machining procedures. May operate assembled or repaired mechanism to test performance.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	41	-	7.50	15.86	9.00	15.00	14.00	12.68
Non-union	33	-	7.50	15.00	9.00	14.00	14.00	12.88

Machinist, General (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	41	-	7.50	15.86	9.00	15.00	14.00	12.68
Firm Size Data								
1 - 19	27	-	7.50	15.50	9.00	14.00	14.00	12.54
Geographic Area Data								
Regina	30	-	8.00	15.50	10.00	14.00	14.00	12.80

Machinist, Maintenance - 8313-162

Sets up and operates machine tools to repair or make parts for production machinery, and installs parts to correct malfunctions. May heat treat replacement parts by hardening or tempering.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	54	-	9.00	20.98	12.14	19.50	16.92	16.85
Union	38	-	11.50	20.98	15.48	19.50	18.83	17.94
Non-union	16	-	9.00	20.00	10.00	17.50	14.50	14.28
Industry Data								
Primary	18	-	12.14	20.60	18.83	19.50	19.05	18.74
Mfg. & Process.	24	-	9.00	20.98	10.00	20.00	15.74	15.66
Trans., Comm. & Util.	9	-	16.79	17.05	16.79	16.79	16.79	16.82
Firm Size Data								
50 - 99	5	-	14.00	20.98	14.00	20.98	18.94	17.78
100 - 399	31	-	11.50	20.60	14.58	19.45	17.05	17.35
Geographic Area Data								
Saskatoon	26	-	9.00	20.98	11.50	20.60	18.00	16.22
Minor Urban	7	-	11.50	18.83	14.00	18.83	18.83	16.40
Rural	8	-	17.82	19.45	18.94	19.45	19.05	18.98
Province-wide	3	-	12.14	19.50	12.14	19.50	19.05	16.90

Lathe Operator - 8313-214

Sets up and operates lathe to perform series of machining operations such as turning, facing, boring, and threading on metal castings, forgings, weldments or other work-pieces according to specifications and knowledge of machining operations.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	10	1	11.50	16.55	11.50	16.55	14.50	14.32
Non-union	5	1	11.50	15.25	11.50	14.50	13.00	13.13
Male	10	-	11.50	16.55	11.50	16.55	14.18	14.23
Non-union	5	-	11.50	14.50	11.50	14.50	12.50	12.70
Industry Data								
Mfg. & Process.	9	1	11.50	16.55	11.50	16.55	14.88	14.37

Lathe Operator (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Rural	5	-	11.50	14.50	11.50	14.50	13.50	12.97

Foreman/woman, Flour & Grain Milling - 8210-122

Supervises and co-ordinates the activities of workers concerned with the production of flour, starches, vegetable oils and animal feed products.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	-	8.40	18.75	8.40	17.31	14.34	13.19
Non-union	17	-	8.40	18.75	8.40	17.31	14.34	13.19
Industry Data								
Mfg. & Process.	14	-	8.40	18.75	8.40	17.51	12.82	12.80
Firm Size Data								
1 - 19	5	-	12.00	17.51	13.64	17.51	14.34	14.38
20 - 49	10	-	8.40	18.75	8.40	17.31	10.10	12.16
Geographic Area Data								
Minor Urban	5	-	13.64	17.51	14.42	17.51	14.43	15.27
Rural	10	-	8.40	18.75	8.40	17.31	10.10	12.16

Foreman/woman, Production, Agriculture & Industrial Equipment - 8330-118

Supervises and coordinates the activities of production line workers in a manufacturing or fabricating operation.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	6	10.00	20.89	13.40	15.25	19.16	15.70
Male Non-union	12	-	10.00	20.89	12.25	20.39	15.28	15.92
Industry Data								
Mfg. & Process.	10	6	10.00	20.89	13.40	15.25	20.07	15.43
Firm Size Data								
20 - 49	6	6	12.25	20.89	15.25	17.15	18.07	16.60
Geographic Area Data								
Rural	9	-	10.00	19.75	12.25	18.50	13.40	14.58

Sheet Metal Worker, Journeyman/woman - 8333-118

Fabricates, assembles, installs and repairs sheet metal items such as, drain pipes, ventilator shafts, furnace casings, eavestroughs, metal partitions and duct work of all heating and air-conditioning equipment. The work includes the reading of blueprints and layout.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	7	-	13.50	15.00	14.00	15.00	15.00	14.64
Non-union	4	-	13.50	15.00	13.50	15.00	14.50	14.38
Industry Data								
Construction	7	-	13.50	15.00	14.00	15.00	15.00	14.64
Firm Size Data								
1 - 19	4	-	13.50	15.00	13.50	15.00	14.50	14.38

Sheet Metal Worker, Non-Journeyman/woman - 8333-118

Fabricates, assembles, installs and repairs sheet metal items such as, drain pipes, ventilator shafts, furnace casings, eavestroughs, metal partitions and duct work of all heating and air-conditioning equipment. The work includes the reading of blueprints and layout.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	5	-	5.50	12.69	7.00	12.69	10.50	9.34
Industry Data								
Construction	5	-	5.50	12.69	7.00	12.69	10.50	9.34
Firm Size Data								
1 - 19	5	-	5.50	12.69	7.00	12.69	10.50	9.34

Power Shear Operator - 8334-214

Operates power shear to cut metal plates, sheets, billets or bars to specified dimensions and angle. May set up and operate shear on production line where shear is fed by conveyor.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Union	10	-	7.98	16.32	8.75	15.03	9.92	11.35

Welder, Maintenance, Journeyman/woman - 8335-126

Welds metal parts together to fabricate or repair parts and equipment, using gas and/or arc welding equipment.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	179	-	8.99	21.93	13.00	20.60	18.83	17.56
Union	155	-	8.99	21.91	15.02	19.50	19.04	17.89
Non-union	24	-	9.00	21.93	12.00	21.93	14.87	15.44
Industry Data								
Primary	106	-	8.99	20.60	12.14	19.50	19.04	17.81
Mfg. & Process.	48	-	12.00	21.91	14.76	21.91	17.34	17.63
Trans., Comm. & Util.	11	-	16.09	21.93	16.50	21.93	17.05	18.82
Public Admin.	5	-	13.66	16.65	14.18	16.65	16.65	15.56
Firm Size Data								
20 - 49	11	-	9.00	19.50	9.00	19.50	17.39	15.77
50 - 99	21	-	13.00	21.93	14.00	21.93	16.50	17.36
100 - 399	110	-	8.99	20.60	12.14	19.45	19.04	17.55
400 Plus	35	-	15.15	21.91	15.81	21.91	18.83	18.39
Geographic Area Data								
Regina	22	-	14.02	21.91	15.02	21.91	16.65	17.60
Saskatoon	56	-	12.00	20.60	16.68	20.60	19.04	18.50
Major Urban	7	-	14.13	18.77	14.13	18.77	17.39	16.59
Minor Urban	19	-	13.00	18.83	14.00	18.83	18.83	17.39
Rural	49	-	8.99	19.45	8.99	19.45	19.05	16.58
Province-wide	26	-	12.14	21.93	12.14	21.93	18.81	17.76

Welder, Construction, Non-Journeyman/woman - 8335-126

Welds metal parts together to fabricate or repair parts and equipment, using gas and/or arc welding equipment. May layout, fit and align metal parts, using chalk, scriber, centre punch and square.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	89	-	6.50	18.20	10.00	17.69	16.38	14.68
Union	82	-	9.94	18.20	11.60	17.69	16.38	15.38
Industry Data								
Primary	13	-	16.40	18.20	17.69	18.20	17.69	17.71
Mfg. & Process.	66	-	9.94	17.92	11.60	17.14	16.38	14.91
Firm Size Data								
100 - 399	55	-	10.00	18.20	11.60	17.28	16.38	15.04
Geographic Area Data								
Saskatoon	34	-	15.18	18.20	16.38	17.28	16.68	16.78
Rural	9	-	6.50	17.92	6.50	16.40	6.50	8.87

Welder, Production Line, Journeyman/woman - 8335-166

Sets up and operates either gas or arc-welding equipment on a production basis.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	96	-	7.63	18.83	11.00	16.55	14.44	14.19
Union	59	-	7.63	18.79	13.58	16.80	15.27	15.20
Non-union	37	-	9.00	18.83	9.50	13.50	13.17	12.59
Industry Data								
Mfg. & Process.	91	-	7.63	18.83	10.68	16.55	14.44	14.24
Firm Size Data								
1 - 19	24	-	7.63	18.83	9.00	18.00	13.25	13.24
20 - 49	6	-	10.68	14.68	12.00	13.58	13.41	12.96
50 - 99	33	-	9.25	16.80	14.44	16.55	16.30	15.63
Geographic Area Data								
Regina	25	-	10.68	16.00	13.17	13.17	13.17	13.25
Saskatoon	24	-	7.63	18.83	9.50	18.00	14.44	13.95
Rural	11	-	9.00	14.68	9.00	14.00	11.20	11.72

Welder, Production Line, Non-journeyman/woman - 8335-166

Sets up and operates either gas or arc-welding equipment on a production basis.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	159	10	6.00	16.00	9.00	15.25	10.25	10.97
Union	75	-	7.72	15.50	9.25	15.25	10.38	11.56
Non-union	84	10	6.00	16.00	8.00	8.25	10.15	10.51
Male	159	-	6.00	16.00	9.00	14.00	10.25	10.95
Union	75	-	7.72	15.50	9.25	15.25	10.38	11.56
Non-union	84	-	6.00	16.00	8.00	13.50	9.95	10.40
Industry Data								
Mfg. & Process.	145	10	6.60	16.00	9.00	15.40	10.25	11.05
Firm Size Data								
1 - 19	26	-	6.00	15.40	7.00	14.90	10.00	10.75
20 - 49	63	10	7.00	16.00	9.25	9.25	10.55	10.61
50 - 99	33	-	8.57	15.50	9.00	15.50	9.85	11.85
Geographic Area Data								
Regina	10	10	6.00	15.40	9.00	13.55	11.83	11.61
Saskatoon	33	-	7.50	16.00	8.57	14.00	10.60	11.30
Minor Urban	46	-	7.00	14.90	9.00	13.10	10.25	10.93
Rural	58	-	6.60	13.26	9.00	10.90	9.95	9.94

Metalworking Machine Operator, General - 8339-146

Sets up and operates metalworking machines such as shears, cutoff saws, brakes, punch presses and forming rolls to make metal products such as light structural components, sporting goods and metal furniture. Tests products for accurate fit.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	53	1	6.16	19.77	9.95	17.50	11.94	12.34
Union	20	-	6.16	19.77	8.52	19.77	10.11	12.02
Non-union	33	1	8.62	18.11	10.80	16.44	11.94	12.52
Male	53	-	6.16	19.77	9.95	16.70	11.94	12.31
Union	20	-	6.16	19.77	8.52	19.77	10.11	12.02
Non-union	33	-	8.62	18.11	10.80	15.50	11.94	12.49
			Industry Data					
Mfg. & Process	50	1	6.16	19.77	10.11	17.50	11.94	12.46
			Firm Size Data					
1 - 19	16	-	11.00	19.77	12.00	19.77	15.08	15.25
20 - 49	16	1	6.16	14.91	8.52	10.11	10.11	10.05
			Geographic Area Data					
Regina	20	1	6.16	13.55	11.94	11.94	11.94	11.61
Saskatoon	12	-	11.00	19.77	12.00	19.77	15.84	15.75
Rural	10	-	7.50	18.11	8.52	14.91	10.80	11.47

Woodworking Machine Operator, General - 8355-110

Sets up and operates a variety of woodworking machines such as, saws, planers, routers, sanders and tenoners to cut, plane, shape and sand stock to specifications. May perform maintenance and repairs on machine.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	5	-	11.00	13.41	11.50	13.41	12.50	12.18

Product Assembler - 8529-222

Assembles a variety of parts or components to liberal tolerances at bench or on assembly line. Fits and adjusts parts to meet operational specifications.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	110	18	6.00	15.71	8.95	9.51	11.08	11.81
Union	38	4	6.00	15.41	8.52	15.36	14.82	12.27
Non-union	72	14	6.00	15.71	8.95	15.71	9.51	11.58
Male	110	-	6.00	15.71	8.75	15.71	10.35	11.58
Union	38	-	6.00	15.36	8.52	15.36	12.58	12.49
Non-union	72	-	6.00	15.71	8.75	15.71	9.50	11.09
Female	-	18	7.48	15.71	8.75	15.71	15.71	13.20
Non-union	-	14	8.75	15.71	9.51	15.71	15.71	14.08
			Industry Data					
Mfg. & Process	104	18	6.00	15.71	8.95	9.81	11.75	11.94

Product Assembler (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	16	1	6.00	10.00	7.50	9.00	9.00	8.37
20 - 49	23	7	7.48	15.41	8.25	9.51	10.76	10.32
50 - 99	36	-	9.50	15.38	9.50	15.38	11.75	12.60
Geographic Area Data								
Regina	18	3	6.00	15.41	8.95	7.48	8.95	9.46
Saskatoon	47	12	7.50	15.71	11.11	15.71	15.71	14.49
Rural	29	1	6.00	12.13	8.25	10.75	9.25	9.17

Foreman/woman, Production, Electrical & Electronic Equipment - 8530-118

Supervises and co-ordinates the activities of workers engaged in all aspects of production.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	11	1	12.50	24.04	17.83	24.04	22.74	21.21
Male								
Non-union	11	-	12.50	24.04	17.83	22.74	22.74	21.07
Industry Data								
Mfg. & Process.	11	1	12.50	24.04	17.83	24.04	22.74	21.21
Geographic Area Data								
Saskatoon	10	1	17.83	24.04	18.25	24.04	22.74	22.00

Electrician, Maintenance, Journeyman/woman - 8533-110

Repairs, maintains and installs electrical wiring and equipment such as motors, lighting fixtures and switching and control equipment in commercial, industrial, institutional or other establishments. May repair or replace mechanical, pneumatic, hydraulic or electronic components of electrical equipment.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	337	1	10.38	24.62	17.50	20.49	19.04	18.96
Union	268	-	12.26	22.80	18.81	19.82	19.04	19.05
Non-union	[illegible]	1	10.38	24.62	13.06	21.91	20.20	18.64
Male	337	-	10.38	24.62	17.50	20.49	19.04	18.96
Union	268	-	12.26	22.80	18.81	19.82	19.04	19.05
Non-union	69	-	10.38	24.62	13.06	21.91	20.20	18.64
Industry Data								
Primary	170	-	12.14	24.62	18.83	19.06	18.99	18.85
Mfg. & Process.	50	-	10.38	24.47	17.57	21.91	19.45	19.53
Trans., Comm. & Util.	23	-	16.79	20.20	16.79	20.20	20.20	19.61
Health & Educ.	40	-	12.26	21.14	18.97	19.82	19.82	19.20
Public Admin.	22	-	16.10	22.80	16.10	20.49	19.71	19.18
Firm Size Data								
1 - 19	4	-	10.38	15.00	10.38	15.00	14.03	13.36
20 - 49	18	-	16.50	24.62	16.50	18.79	17.50	17.84
50 - 99	28	-	16.71	20.98	18.81	20.20	20.20	19.99
100 - 399	137	-	12.14	20.60	16.79	19.45	19.06	18.65
400 Plus	150	1	15.15	24.47	18.20	21.91	18.99	19.33

Electrician, Maintenance, Journeyman/woman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Regina	63	1	15.15	24.47	16.65	21.91	19.47	19.40
Saskatoon	82	-	12.26	20.98	17.57	20.60	19.04	19.08
Major Urban	12	-	16.10	19.81	16.10	19.81	18.79	17.75
Minor Urban	55	-	13.05	20.44	18.83	18.83	18.83	18.77
Rural	75	-	10.38	19.45	18.99	19.06	19.05	18.94
Province-wide	50	-	12.14	24.62	12.14	20.20	19.05	18.74

Electrician, Maintenance, Non-journeyman/woman - 8533-110

Repairs, maintains and installs electrical wiring and equipment such as motors, lighting fixtures and switching and control equipment in commercial, industrial, institutional or other establishments. May repair or replace mechanical, pneumatic, hydraulic or electronic components of electrical equipment.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	41	-	8.50	19.49	11.90	18.33	15.23	15.21
Union	29	-	13.92	19.49	14.84	18.44	15.56	16.35
Industry Data								
Primary	9	-	14.84	19.17	14.84	17.60	16.98	16.63
Mfg. & Process.	7	-	14.56	19.03	14.85	18.44	16.98	16.71
Health & Educ.	10	-	13.46	19.49	13.46	18.33	14.86	15.29
Firm Size Data								
100 - 399	13	-	13.92	19.03	14.56	18.44	15.56	16.08
400 Plus	22	-	13.46	19.49	13.87	17.74	15.23	15.69
Geographic Area Data								
Regina	7	-	8.50	17.74	9.35	15.86	10.20	11.96
Saskatoon	19	-	13.46	19.49	13.87	18.44	14.85	15.40

Refrigeration/Air Conditioning Mechanic, Journeyman/woman - 8533-118

Installs, services and repairs industrial, commercial and residential refrigeration and air conditioning systems.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	4	-	14.43	18.00	14.43	18.00	16.50	16.36
Industry Data								
Construction	4	-	14.43	18.00	14.43	18.00	16.50	16.36

Refrigeration/Air Conditioning Mechanic, Non-journeyman/woman - 8533-118

Installs, services and repairs industrial, commercial and residential refrigeration and air conditioning systems.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	5	-	11.14	14.91	14.04	14.91	14.78	13.95

Major Appliance Repairer - 8533-126

Installs, services and repairs major electrical appliances such as air conditioners, clothes dryers, refrigerators, stoves and washing machines in customer's home or in shop.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees								
(Full-time)								
Non-union	14	-	7.00	16.66	9.81	15.94	13.38	12.96
Industry Data								
Wholesale	10	-	7.00	16.66	9.81	15.94	12.70	12.54
Geographic Area Data								
Regina	5	-	11.50	14.37	13.56	14.37	13.56	13.47

Audio-Visual Technician - 8535-118

Under supervision, sets up, operates and maintains audio-visual equipment such as video and sound recorders and reproducers, slide and motion picture projectors, and closed circuit television sets in educational institutions.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees	9	-	12.97	17.04	13.18	14.91	13.72	14.15
(Full-time)	7	-	12.97	14.91	13.18	14.32	13.59	13.70
Union								
Industry Data								
Health & Educ.	9	-	12.97	17.04	13.18	14.91	13.72	14.15
Firm Size Data								
400 Plus	7	-	12.97	14.91	13.18	14.32	13.59	13.70

Cabinetmaker - 8541-110

Constructs and repairs wooden articles such as domestic, store and office furniture, fixtures and other related equipment, following specifications and drawings and using wood-working machines and power and hand tools.

(Hourly Rates)	No. of Employees		100% Range		80% Range		Median	Mean
	Male	Female	Low	High	Low	High		
Provincial Data								
All Employees	17	-	7.00	15.50	10.65	15.00	12.50	12.49
(Full-time)	13	-	7.00	15.50	7.00	15.00	12.50	11.93
Non-union								
Firm Size Data								
1 - 19	13	-	7.00	15.50	7.00	15.00	12.50	11.93

Assembler, Sash and Door - 8541-154

Assembles wood products having mortise-and-tenon or doweled joints such as doors, door frames and window sashes. May operate clamping machine.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	4	-	12.50	13.99	12.50	13.99	13.52	13.38
Non-union	3	-	12.50	13.75	12.50	13.75	13.29	13.18
Industry Data								
Mfg. & Process.	3	-	13.29	13.99	13.29	13.99	13.75	13.68
Major Urban	3	-	13.29	13.99	13.29	13.99	13.75	13.68

Furniture Repairer - 8562-122

Repairs or replaces damaged or defective upholstery materials and show wood on chairs and sofas.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	10	1	5.19	14.71	8.85	14.71	13.59	11.27
Male								
Non-union	10	-	5.75	14.71	8.85	14.32	13.18	11.88
Industry Data								
Retail	10	1	5.19	14.71	8.85	14.71	13.59	11.27
Firm Size Data								
100 - 399	3	-	12.77	14.71	12.77	14.71	14.07	13.85
Geographic Area Data								
Regina	3	-	12.77	14.71	12.77	14.71	13.59	13.69

Seamstress/Seamster - 8569-146

Alters and repairs articles of clothing and linen, performing various hand and machine-sewing tasks.

(Hourly Rates)	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	2	41	5.00	12.08	5.00	11.41	10.66	9.48
Union	-	27	10.05	12.08	10.66	11.45	10.95	11.00
Non-union	2	14	5.00	10.09	5.00	8.10	6.40	6.91
Female	-	41	5.00	12.08	6.05	11.41	10.66	9.57
Union	-	27	10.05	12.08	10.66	11.45	10.95	11.00
Non-union	-	14	5.00	10.09	5.00	8.50	6.79	6.81
All Employees								
(Part-time)	-	14	7.25	11.60	7.94	11.42	10.36	10.08
Non-union	-	4	7.25	9.44	7.25	9.44	8.69	8.52
Female	-	14	7.25	11.60	7.94	11.42	10.36	10.08
Union	-	10	10.10	11.60	10.33	11.42	10.53	10.71
Non-union	-	4	7.25	9.44	7.25	9.44	8.69	8.52

Seamstress/Seamster (continued)

(Hourly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Retail	2	11	5.00	10.09	9.70	8.50	6.50	6.93
(Part-time)	-	4	7.25	9.44	7.25	9.44	8.69	8.52
Health & Educ.	-	11	10.05	12.08	10.68	11.41	10.66	10.94
(Part-time)	-	9	10.10	11.60	10.33	11.42	10.39	10.70
Service	-	16	6.05	10.95	8.10	10.95	10.95	10.18
Firm Size Data								
1 - 19	2	7	5.50	10.09	9.70	8.50	7.50	7.83
50 - 99	-	17	6.05	10.95	7.70	10.95	10.95	10.14
100 - 399								
(Part-time)	-	6	9.44	11.60	9.44	11.10	10.22	10.34
400 Plus	-	11	10.68	11.45	10.66	11.45	11.41	11.08
Geographic Area Data								
Regina	2	23	5.50	11.45	7.07	11.45	10.95	9.89
Saskatoon	-	6	6.05	10.66	6.30	10.66	10.07	8.97
(Part-time)	-	5	7.94	10.66	9.44	10.66	9.44	9.56
Major Urban	-	9	5.00	11.41	5.00	11.41	10.65	8.39
(Part-time)	-	4	7.25	11.60	7.25	11.60	10.72	10.07
Minor Urban	-	3	8.10	12.08	8.10	12.08	10.66	10.28

Foreman/woman, Industrial Mechanics - 8580-114

Supervises and co-ordinates the activities of workers engaged in repairing, adjusting, installing and servicing production equipment.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	90	-	7.99	27.70	12.69	23.28	21.69	19.45
Union	25	-	11.44	23.28	15.27	22.31	17.06	18.67
Non-union	65	-	7.99	27.70	11.25	24.01	21.78	19.75
Industry Data								
Primary	27	-	14.14	27.70	14.14	23.08	22.79	21.52
Mfg. & Process.	15	-	7.99	22.61	8.69	21.69	16.78	15.74
Trans., Comm. & Util.	35	-	14.46	26.43	17.05	24.43	22.25	21.46
Public Admin.	5	-	11.44	16.23	12.66	16.23	13.65	14.08
Firm Size Data								
20 - 49	8	-	15.27	27.70	15.27	24.77	19.53	20.02
50 - 99	16	-	11.25	23.28	11.25	20.08	16.27	16.05
100 - 399	48	-	7.99	24.43	14.14	23.08	21.93	19.64
400 Plus	16	-	18.70	26.43	21.69	25.55	22.31	22.79
Geographic Area Data								
Regina	8	-	14.46	21.69	16.31	21.39	19.96	18.99
Saskatoon	25	-	7.99	22.31	9.22	21.93	17.06	16.93
Minor Urban	8	-	11.25	16.23	11.25	16.23	12.07	12.90
Rural	16	-	13.65	22.79	15.27	22.79	22.72	20.39
Province-wide	23	-	17.05	27.70	22.31	25.55	23.08	23.01

Shop Foreman/woman - 8580-122

Supervises and co-ordinates the activities of all mechanics and/or auto body repair workers.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	27	-	6.79	28.74	10.95	21.80	14.92	16.16
Non-union	26	-	10.39	28.74	10.98	21.80	14.96	16.52
Industry Data								
Wholesale	3	-	6.79	13.27	6.79	13.27	12.75	10.94
Retail	22	-	10.39	28.74	10.95	23.08	15.54	17.06
Firm Size Data								
1 - 19	10	-	6.79	23.08	10.95	23.08	13.01	14.99
20 - 49	9	-	10.39	19.62	10.63	16.92	14.43	14.38
Geographic Area Data								
Regina	7	-	13.85	21.23	13.85	21.23	14.91	17.25
Saskatoon	7	-	12.75	28.74	15.00	23.08	19.62	19.76
Major Urban	5	-	6.79	19.62	10.39	19.62	10.63	12.49
Minor Urban	6	-	10.95	21.80	12.25	16.92	14.34	15.10

Motor Vehicle Mechanic, Journeyman/woman - 8581-110

Repairs and overhauls automobiles, buses, trucks and other automotive vehicles.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	116	-	6.50	19.05	9.50	17.00	15.20	13.98
Union	13	-	11.36	19.05	13.31	19.04	16.14	15.88
Non-union	103	-	6.50	17.31	9.00	17.00	15.15	13.74
All Employees (Flat Rate)								
Non-union	65	-	12.90	18.05	14.75	16.38	15.40	15.59
Industry Data								
Trans., Comm. & Util.	17	-	11.00	17.31	13.96	17.31	16.14	15.83
Retail	93	-	6.50	17.00	9.00	17.00	14.25	13.64
(Flat Rate)	65	-	12.90	18.05	14.75	16.38	15.40	15.59
Firm Size Data								
1 - 19	31	-	6.50	16.65	7.35	16.00	11.50	11.69
20 - 49	54	-	7.50	16.75	11.50	16.75	15.33	14.73
(Flat Rate)	16	-	12.90	18.05	13.60	16.30	15.35	14.96
50 - 99	26	-	8.26	17.31	9.84	17.31	17.00	14.93
100 - 399	5	-	11.36	19.05	12.50	19.05	13.31	15.05
Geographic Area Data								
Regina	28	-	10.68	17.31	16.14	17.31	16.75	16.35
Saskatoon	20	-	7.00	19.05	9.50	17.00	17.00	15.33
Major Urban	19	-	11.36	16.00	11.50	16.00	15.33	14.48
(Flat Rate)	16	-	12.90	15.50	13.60	15.50	15.35	14.60
Minor Urban	30	-	6.50	15.25	8.08	15.20	11.50	11.87
Rural	19	-	8.26	16.00	9.00	14.07	11.50	11.87

Diesel Mechanic, Journeyman/woman - 8584-382

Repairs and maintains diesel engines used to power a variety of motor vehicles including trucks, buses, etc.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	80	-	8.50	19.05	12.00	19.05	17.05	16.71
Union	62	-	12.00	19.05	17.05	19.05	18.41	17.78
Non-union	18	-	8.50	18.85	10.50	18.75	12.00	13.01
Industry Data								
Primary	35	-	17.82	19.05	18.90	19.05	19.05	18.90
Trans., Comm. & Util.	20	-	10.50	18.85	11.00	17.05	16.09	14.97
Firm Size Data								
1 - 19	5	-	8.50	15.00	10.00	15.00	11.00	11.21
20 - 49	9	-	10.50	16.13	10.50	15.03	12.00	12.26
100 - 399	47	-	13.28	19.05	17.05	19.05	19.04	18.38
Geographic Area Data								
Regina	26	-	8.50	17.05	13.85	17.05	17.05	15.97
Saskatoon	12	-	11.54	19.05	11.90	19.05	19.04	16.80
Rural	29	-	10.50	19.05	12.00	19.05	16.99	16.76

Motor Vehicle Mechanic, Non-Journeyman/women - 8581-110

Repairs and overhauls automobiles, buses, trucks and other automotive vehicles.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	-	5.65	16.65	7.20	12.77	9.45	10.22
Union	11	-	9.39	16.65	9.91	15.96	12.41	12.50
Non-union	23	-	5.65	13.00	7.20	12.30	8.70	9.12
Industry Data								
Trans., Comm. & Util.	6	-	12.00	16.65	12.77	15.96	12.77	13.82
Retail	27	-	5.65	13.00	7.20	12.30	9.00	9.47
Firm Size Data								
1 - 19	4	-	5.65	16.65	5.65	16.65	7.83	9.49
20 - 49	10	-	7.50	15.96	8.00	12.77	10.75	10.97
50 - 99	12	-	7.20	13.00	7.20	12.50	8.96	9.40
100 - 399	8	-	8.50	12.30	8.70	11.78	11.31	10.87
Geographic Area Data								
Regina	14	-	8.50	16.65	6.66	15.96	11.89	11.94
Minor Urban	6	-	8.91	12.41	9.00	12.41	9.50	9.95
Rural	10	-	7.00	12.50	7.25	9.40	8.00	8.60

Diesel Mechanic, Non-Journeymen/woman - 8584-382

Repairs and maintains diesel engines used to power a variety of motor vehicles including trucks, buses, etc.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	12	-	15.43	21.25	15.43	18.20	15.43	16.41
Union	11	-	15.43	18.20	15.43	18.20	15.43	15.97

Transmission Mechanic - 8581-122

Repairs manual and automatic transmissions for automobiles, buses, trucks, and other automotive vehicles.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Non-union	7	-	8.00	16.50	10.00	16.00	11.25	12.32
(Flat Rate)								
Non-union	4	-	13.60	16.30	13.60	16.30	14.98	14.96
Industry Data								
Retail	7	-	8.00	16.50	10.00	16.00	11.25	12.32
(Flat Rate)	4	-	13.60	16.30	13.60	16.30	14.98	14.96
Firm Size Data								
1 - 19	7	-	8.00	16.50	10.00	16.00	11.25	12.32
20 - 49 (Flat Rate)	3	-	13.60	16.30	13.60	16.30	13.70	14.53

Auto Body Repairer, Journeyman/woman - 8581-142

Repairs damaged body parts and interior finishings of automotive vehicles. May spray paint surfaces after performing body repairs.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	32	-	8.00	17.05	11.40	17.00	14.43	14.31
Non-union	27	-	8.00	17.00	11.40	17.00	14.25	14.20
(Flat Rate)								
Non-union	26	-	13.70	16.30	14.20	16.10	15.15	15.11
Industry Data								
Retail	27	-	8.00	17.00	11.40	17.00	14.25	14.20
(Flat Rate)	26	-	13.70	16.30	14.20	16.10	15.15	15.11
Firm Size Data								
1 - 19	8	-	8.00	15.60	11.00	15.00	14.23	13.06
(Flat Rate)	10	-	14.00	16.10	14.10	16.10	15.05	15.00
20 - 49	16	-	11.00	15.50	12.00	15.20	14.00	13.76
Geographic Area Data								
Regina	6	-	8.00	17.05	11.97	15.62	14.99	13.77
Saskatoon (Flat Rate)	11	-	14.50	15.40	14.50	15.40	15.00	15.02
Major Urban	8	-	13.58	15.60	14.00	15.50	14.13	14.39
Minor Urban	8	-	11.00	15.20	11.00	15.20	13.48	13.24

Auto Body Repairer, Non-Journeyman/woman - 8581-142

Repairs damaged body parts and interior finishings of automotive vehicles. May spray paint surfaces after performing body repairs.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	22	-	5.76	18.00	7.00	15.00	9.80	10.35
Non-union	22	-	5.76	18.00	7.00	15.00	9.80	10.35
Industry Data								
Retail	22	-	5.76	18.00	7.00	15.00	9.80	10.35
Firm Size Data								
1 - 19	11	-	7.00	18.00	7.40	15.00	13.70	12.03
20 - 49	6	-	7.00	10.50	8.50	10.00	9.80	9.33
Geographic Area Data								
Major Urban	8	-	7.00	10.05	7.00	10.00	9.80	9.11

Wheel Alignment Mechanic, Journeyman/woman - 8581-154

Aligns wheels, axles, torsion bars and steering mechanisms of automotive vehicles.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	4	-	11.00	16.14	11.00	16.14	15.00	14.09
Industry Data								
Retail	3	-	11.00	15.50	11.00	15.50	12.50	13.67
Firm Size Data								
1 - 19	3	-	11.00	15.50	11.00	15.50	14.50	13.67

Wheel Alignment Mechanic, Non-Journeyman/woman - 8581-154

Aligns wheels, axles, torsion bars and steering mechanisms of automotive vehicles.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)								
Non-union	5	-	7.21	15.00	11.75	15.00	12.00	12.09
Industry Data								
Retail	5	-	7.21	15.00	11.75	15.00	12.00	12.09
Firm Size Data								
1 - 19	3	-	11.75	15.00	11.75	15.00	14.50	13.75

Millwright - 8584-122

Installs machinery and supporting structures in an industrial or other establishment according to manufacturer's specifications, layout plans and drawings. May operate metalworking machines, such as lathes and grinders, to grind, file and turn machine parts to dimensional specifications.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	376	-	12.14	21.91	17.25	20.60	18.83	18.77
Union	348	-	13.81	21.91	17.25	20.60	18.83	18.91
Non-union	28	-	12.14	20.20	12.14	20.20	18.79	17.05
Industry Data								
Primary	289	-	12.14	20.60	18.32	19.05	18.83	18.77
Mfg. & Process.	61	-	13.81	21.91	15.81	21.91	17.25	18.23
Trans., Comm & Util.	24	-	20.20	20.77	20.20	20.68	20.20	20.41
Firm Size Data								
100 - 399	195	-	12.14	20.65	18.31	20.60	19.05	18.72
400 Plus	158	-	15.15	21.91	17.25	20.68	18.83	18.82
Geographic Area Data								
Regina	22	-	15.15	21.91	16.48	21.91	21.91	19.70
Saskatoon	91	-	15.14	20.65	17.25	20.60	19.04	18.90
Rural	100	-	17.82	19.48	18.32	19.05	19.05	18.90
Province-wide	44	-	12.14	20.65	12.14	20.65	19.05	18.03

Farm Machinery Mechanic, Journeymen/women - 8584-330

Repairs and overhauls, on farms or in repair shops, farm machinery such as combines, tractors and other implements. May work on both gasoline and diesel engines.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	17	-	8.00	15.00	10.00	13.44	12.00	11.59
Non-union	17	-	8.00	15.00	10.00	13.44	12.00	11.59
Industry Data								
Mfg. & Process.	7	-	10.00	12.00	10.00	12.00	10.38	10.77
Wholesale	9	-	8.00	15.00	11.00	13.50	12.00	12.13
Firm Size Data								
1 - 19	8	-	10.38	15.00	11.00	13.44	12.00	12.32
20 - 49	8	-	8.00	13.50	10.00	12.00	10.50	10.75
Geographic Area Data								
Rural	11	-	10.00	15.00	10.00	12.50	12.00	11.53

Farm Machinery Mechanic, Non-journeymen/woman - 8584-330

Repairs and overhauls, on farms or in repair shops, farm machinery such as combines, tractors and other implements. May work on both gasoline and diesel engines.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	56	-	6.00	16.13	8.00	12.25	10.00	10.15
Non-union	53	-	6.00	16.13	8.00	12.25	10.00	10.14

Farm Machinery Mechanic, Non-journeyman/woman (continued)

(Hourly Rates)

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Industry Data								
Mfg. & Process	18	-	7.50	14.00	10.00	12.00	11.00	10.78
Wholesale	30	-	8.00	16.13	8.00	12.50	10.00	10.29
Firm Size Data								
1 - 19	17	-	8.25	15.00	9.00	12.50	10.00	10.67
20 - 49	26	-	7.50	16.13	8.00	12.00	10.00	10.32
Geographic Area Data								
Minor Urban	16	-	8.00	16.13	8.00	10.37	10.00	9.67
Rural	25	-	8.00	15.00	7.50	12.00	10.00	10.15

Heavy Equipment Mechanic, Journeyman/woman - 8584-378

Repairs, rebuilds, and adjusts heavy mobile equipment including gas and diesel engines such as cranes, power shovels, scrapers, graders, power conveyors, trench digging machines and crawler tractors.

(Hourly Rates)

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full time)	49	-	14.00	19.35	18.83	19.05	19.04	18.71
Union	46	-	18.83	19.35	18.83	19.05	19.04	18.96
Non union	3	-	14.00	15.00	14.00	15.00	14.40	14.47
Industry Data								
Primary	43	-	18.83	19.05	18.83	19.05	19.04	18.96
Construction	6	-	14.00	19.35	15.00	19.35	19.35	17.41

Instrument Repairer - 8589-118

Installs, repairs, maintains and adjusts indicating, recording, telemetering and controlling instruments used to measure variables such as pressure, flow, temperature, motion, force and chemical composition.

(Hourly Rates)

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full time)								
Union	38	-	15.91	22.91	17.69	22.91	18.94	19.92
Industry Data								
Primary	21	-	17.69	19.88	17.69	19.05	18.63	18.68

Garage Serviceperson - 8589-218

Lubricates and services automotive vehicles. May refuel automotive vehicles. May repair tires. May keep record of gasoline and oil supplies in storage tanks.

(Hourly Rates)

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Provincial Data								
All Employees (Full time)	96	-	5.00	18.06	7.00	14.43	12.00	11.43
Union	50	-	5.00	15.43	10.32	14.35	13.93	13.00
Non union	46	-	5.00	18.06	6.50	14.43	8.66	9.73
All Employees (Part time)	3	-	5.80	10.50	5.80	10.50	8.26	8.12

Garage Serviceperson (continued)

(Hourly Rates)

Industry Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Retail	30	-	5.00	12.20	5.50	10.65	7.50	7.93
Health & Educ.	9	-	9.38	18.06	9.38	15.16	12.32	12.88
Firm Size Data								
1 - 19	14	-	5.00	11.00	5.50	10.39	7.50	7.95
20 - 49	14	-	5.75	14.43	6.00	13.28	8.89	9.04
50 - 99	25	-	5.00	15.40	7.00	15.16	12.88	11.55
100 - 399	29	-	9.38	18.06	10.68	14.08	13.93	13.01
Geographic Area Data								
Regina	39	-	7.00	15.43	9.00	14.43	13.93	13.31
Major Urban	12	-	5.75	13.28	8.66	11.79	11.79	10.82
Minor Urban	19	-	5.00	12.32	7.00	12.20	9.38	9.12
Rural	14	-	5.00	18.06	5.50	15.16	8.39	9.95

Foreman/woman, Production Line - 8580-110

Supervises and co-ordinates the activities of workers engaged in all aspects of production.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	67	7	9.74	23.41	13.40	23.41	15.44	15.69
Union	19	-	15.00	21.31	15.00	17.80	17.31	16.90
Non-union	48	7	9.74	23.41	13.28	13.68	15.44	15.54
Male	67	-	9.74	23.41	13.40	18.75	15.44	15.15
Union	19	-	15.00	21.31	15.00	17.80	17.31	16.90
Non-union	48	-	9.74	23.41	12.00	18.75	15.44	15.05
Industry Data								
Mfg. & Process	67	7	9.74	23.41	13.40	23.41	15.44	15.69
Firm Size Data								
1 - 19	16	1	9.74	20.77	11.54	19.23	17.30	15.43
20 - 49	6	6	11.53	18.60	13.28	13.68	15.13	14.17
50 - 99	19	-	13.40	23.41	14.43	23.41	17.80	16.05
Geographic Area Data								
Regina	36	-	9.74	23.41	14.75	17.99	15.44	15.96
Saskatoon	17	-	11.54	23.08	13.40	19.23	15.68	16.18
Major Urban	11	7	11.00	21.31	13.68	17.30	17.80	15.52

Spray Painter, Finish - 8595-035

Prepares surfaces and applies protective or decorative coating such as primer, paint, varnish, silver or copper solution, enamel or lacquer to machines, equipment, manufactured products or other items to provide finished surface, using spray gun. May be designated according to item sprayed.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	18	-	7.50	12.67	8.50	12.67	12.23	11.10
Non-union	15	-	7.50	12.67	8.50	12.67	12.50	11.21
Industry Data								
Mfg. & Process	18	-	7.50	12.67	8.50	12.67	12.23	11.10

Spray Painter, Finish (continued)

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Firm Size Data								
1 - 19	7	-	7.80	12.80	8.50	12.00	10.36	10.09
Geographic Area Data								
Saskatoon	5	-	7.80	12.00	8.50	12.00	9.75	9.42
Major Urban	4	-	9.60	12.45	9.60	12.45	10.45	10.74

Painter, Motor Vehicles - 8565-114

Repaints vehicles such as automobiles, trailers, buses and trucks.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Non-union	8	-	12.50	21.56	13.96	17.00	14.66	15.62
(Flat Rate)								
Non-union	10	-	12.00	15.40	14.50	15.25	14.75	14.60
Industry Data								
Retail	8	-	12.50	21.56	13.96	17.00	14.66	15.62
(Flat Rate)	10	-	12.00	15.40	14.50	15.25	14.75	14.60
Firm Size Data								
1 - 19	8	-	12.50	21.56	13.96	14.66	14.66	15.43
Geographic Area Data								
Saskatoon								
(Flat Rate)	4	-	14.50	15.40	14.50	15.40	15.00	14.98

Spray Painter, Rough - 9565-182

Prepares surfaces and sprays protective sealing or adhesive solution such as paint or glue mixtures, oxides or chromates onto metal or wood surfaces where finished appearance is not important, using spray gun.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	23	2	5.50	13.66	7.50	13.66	9.64	10.01
Non-union	14	2	5.50	12.26	7.26	11.50	9.64	9.55
Male	23	-	5.50	13.66	7.26	13.20	9.64	9.62
Non-union	14	-	5.50	11.50	6.50	10.75	9.64	9.16
Industry Data								
Mfg. & Process.	19	2	5.50	13.20	7.25	13.20	9.75	10.28
Firm Size Data								
20 - 49	10	2	7.25	13.66	7.50	12.00	9.75	9.69
Geographic Area Data								
Rural	16	-	7.26	13.66	7.50	9.96	9.64	9.35

Painter, Maintenance, Journeyman/woman - 8595-206

Applies paint, lacquer, rustproofing or other coating material to metal or wooden fabricated items, using brush or roller.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	36	2	13.12	18.99	13.52	17.11	16.05	15.59
Union	36	2	13.12	18.99	13.52	17.11	16.05	15.58
Male	36	-	13.12	18.99	13.52	16.94	16.05	15.64
Union	36	-	13.12	18.99	13.52	17.11	16.05	15.60
Industry Data								
Health & Educ.	20	2	13.12	17.11	14.71	17.11	16.05	15.53
Firm Size Data								
100 - 399	7	-	13.12	18.99	13.52	17.59	13.52	14.83
400 Plus	29	2	14.71	17.11	14.71	17.11	16.05	15.83
Geographic Area Data								
Regina	11	-	15.18	17.11	15.18	17.11	15.64	16.13
Saskatoon	19	2	14.71	17.59	14.71	17.59	16.05	15.76
Major Urban	6	-	13.12	13.53	13.52	13.52	13.52	13.46

Painter, Maintenance, Non-Journeyman/woman - 8595-206

Applies paint, lacquer, rustproofing or other coating material to metal or wooden fabricated items, using brush or roller.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	21	-	8.60	17.59	12.98	17.59	15.00	15.06
Male								
Union	21	-	8.60	17.59	12.98	17.59	15.00	15.06
Industry Data								
Primary	10	-	15.34	17.59	15.34	17.59	17.59	16.93
Firm Size Data								
100 - 399	15	-	8.60	17.59	12.71	17.59	15.34	15.44
Geographic Area Data								
Rural	10	-	15.34	17.59	15.34	17.59	17.59	16.93

Labourer, Non-Production - 9998-114

Performs various unskilled light or heavy manual duties, usually in support of trades. May hand-shovel loose materials or collect and dispose of refuse. Is not directly engaged in the production of goods or services.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	486	10	6.00	18.77	8.50	12.94	11.58	11.15
Union	441	10	6.41	18.77	9.74	12.94	11.58	11.43
Non-union	45	-	6.00	11.16	7.00	9.00	8.50	8.39

Labourer, Non-Production (continued)

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
Male	486	-	6.00	18.77	8.50	12.94	11.50	11.18
Union	441	-	6.41	18.77	9.74	12.94	11.58	11.46
Non-union	45	-	6.00	11.18	7.00	9.00	8.50	8.30
All Employees (Part-time)	84	8	7.00	9.70	8.06	9.70	8.62	8.56
Male	84	-	7.00	9.70	7.75	9.04	8.62	8.66
Industry Data								
Primary	7	-	12.74	18.77	13.75	13.80	13.75	14.37
Mfg. & Process.	82	-	6.00	18.30	7.85	18.30	15.11	12.84
Trans., Comm. & Util.	67	-	9.74	13.68	10.89	13.10	11.46	11.64
Wholesale	8	-	6.00	11.00	8.00	8.75	7.25	7.54
Public Admin.	339	10	6.41	14.14	9.55	12.41	11.50	11.14
(Part time)	20	8	7.00	9.70	7.75	7.75	8.62	8.48
Firm Size Data								
1 - 19	14	-	6.41	12.34	7.00	11.10	9.66	9.66
20 - 49	36	-	6.00	18.77	8.50	10.92	9.90	9.50
50 - 99	64	-	6.56	18.30	8.50	12.82	9.10	9.91
100 - 399	126	10	7.85	17.92	8.59	15.65	11.63	11.39
400 Plus	244	-	8.74	14.37	11.26	12.82	11.58	11.60
Geographic Area Data								
Regina	174	-	6.00	12.94	11.58	12.94	11.50	11.65
Saskatoon	43	-	6.06	18.30	10.07	13.93	11.20	12.22
Major Urban	60	5	8.50	16.89	10.76	12.82	11.53	11.47
Minor Urban	110	5	6.56	15.65	9.10	11.91	9.12	9.56
Rural	24	-	6.41	17.92	8.06	13.75	10.53	11.14
Province wide	47	-	8.74	18.77	10.32	12.82	11.46	11.54

Heavy Equipment Operator - 8711-010

Operates gasoline or diesel powered snow removal, road construction, road maintenance and earth moving equipment.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	282	-	7.50	14.87	10.00	14.45	12.19	12.27
Union	171	-	9.48	14.87	11.38	14.45	13.30	13.10
Non-union	111	-	7.50	14.50	9.50	13.10	11.00	10.99
Industry Data								
Construction	28	-	8.00	14.50	9.00	12.00	9.75	10.27
Public Admin.	248	-	7.50	14.87	10.50	14.45	12.54	12.51
Firm Size Data								
1 - 19	95	-	7.50	14.50	9.50	13.47	10.96	11.06
20 - 49	39	-	7.50	13.60	9.00	12.20	11.19	11.08
50 - 99	21	-	10.93	13.75	10.93	13.75	12.02	12.57
100 - 399	53	-	10.81	14.18	11.66	13.64	12.54	12.64
Geography Area Data								
Major Urban	61	-	8.00	14.85	10.30	14.85	12.28	12.34
Minor Urban	63	-	7.50	13.60	10.91	12.79	11.76	11.72
Rural	71	-	7.50	14.43	9.50	13.47	11.00	11.16

Foreman/woman, Equipment Operators - 8711-020

Supervises and co-ordinates the activities of workers involved in the operation of snow removal, road maintenance and construction equipment.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	53	-	9.00	20.98	10.50	18.78	13.25	13.93
Union	4	-	12.07	15.90	12.07	15.90	13.63	13.81
Non-union	49	-	9.00	20.98	10.50	18.78	13.01	13.94
Industry Data								
Construction	5	-	9.00	17.31	9.25	17.31	10.00	11.11
Public Admin	48	-	10.31	20.98	10.50	18.78	13.45	14.22
Firm Size Data								
1 - 19	23	-	9.25	18.36	10.00	17.31	12.07	12.94
20 - 49	15	-	9.00	17.25	10.50	14.80	10.50	11.40
100 - 399	13	-	13.63	20.98	13.63	20.98	18.78	18.18
Geographic Area Data								
Major Urban	17	-	9.25	20.98	11.55	20.98	16.45	16.39
Minor Urban	7	-	10.31	18.56	13.25	17.25	14.44	14.93
Rural	28	-	9.00	18.36	10.50	16.20	10.73	12.11

Bulldozer Operator - 8711-126

Operates tractor equipped with concave blade to gouge out, level or move materials such as earth, trees, rock and ore in construction, forestry, mining, and other projects.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	36	-	11.56	18.77	16.00	18.25	18.25	17.20
Union	30	-	16.75	18.77	16.75	18.25	18.25	17.86
Industry Data								
Primary	16	-	11.25	18.77	13.00	16.75	16.75	15.88
Geographic Area Data								
Province wide	16	-	11.56	18.77	13.00	16.75	16.75	15.88

Dragline Operator - 8711-130

Operates crane equipped with dragline bucket to excavate or move sand, gravel, clay, mud, coal, and other materials.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	12	-	13.00	19.45	13.00	19.45	19.45	18.36

Electrical Foreman/woman - 8730-110

Supervises and co-ordinates activities of workers engaged in installing and repairing electrical wiring and related apparatus in houses, commercial establishments and other buildings.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	5	-	15.50	19.07	17.50	19.07	17.50	17.51
Industry Data								
Construction	5	-	15.50	19.07	17.50	19.07	17.50	17.51
Firm Size Data								
1 - 19	3	-	15.50	19.07	15.50	19.07	18.00	17.52
Geographic Area Data								
Regina	4	-	17.50	19.07	17.50	19.07	17.75	18.02

Lineman/woman, Electric Power - 8731-118

Constructs and maintains network of power lines used to conduct electricity from generating plants to consumers. May perform duties related to line maintenance, or working with extra high voltage or metal towers and be designated accordingly.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	36	-	11.00	23.70	17.80	22.20	20.94	20.46

Electrician, Journeyman/woman - 8733-122

Lays out, assembles, installs and maintains electrical wiring and related equipment in houses, industrial and commercial establishments and other buildings.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	41	-	8.32	18.50	15.00	17.50	16.50	15.94
Non-union	40	-	8.32	18.50	15.00	17.50	16.50	15.92
Industry Data								
Construction	41	-	8.32	18.50	15.00	17.50	16.50	15.94
Firm Size Data								
1 - 19	21	-	8.32	18.50	13.00	17.58	16.00	15.49
Geographic Area Data								
Regina	21	-	8.32	17.50	15.12	17.50	16.96	16.34
Major Urban	10	-	13.00	18.50	15.00	17.58	16.08	16.08

Electrician, Non-journeyman/woman - 8733-122

Lays out, assembles, installs and maintains electrical wiring and related equipment in houses, industrial and commercial establishments and other buildings.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time) Non-union	24		5.50	13.50	6.12	11.00	8.75	8.91
Industry Data								
Construction	24	-	5.50	13.50	6.12	11.00	8.75	8.91
Firm Size Data								
1 - 19	12	-	5.50	11.00	6.00	10.50	8.38	8.39
Geographic Area Data								
Regina	10	-	6.00	11.90	8.50	11.00	9.44	9.42

Power Line Patroller - 8736-118

Patrols overhead electric power lines to identify damaged or defective power line equipment and facilities. Prepares periodic reports.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Union	5	-	21.71	21.79	21.71	21.79	21.71	21.74
Industry Data								
Trans., Comm. & Util.	5	-	21.71	21.79	21.71	21.79	21.71	21.74

Labour Foremen/woman - 8780-134

Supervises and co-ordinates the work of a crew of labourers assigned to a building construction, repair or maintenance project.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	61	-	8.65	20.75	11.68	18.56	14.00	14.37
Union	43	-	11.68	20.75	13.66	17.31	14.77	14.77
Non-union	18	-	8.65	19.36	10.00	16.78	13.23	13.40
Industry Data								
Construction	14	-	8.65	20.75	10.00	20.75	13.50	14.10
Public Admin.	47	-	9.81	19.36	13.46	15.14	14.42	14.45
Firm Size Data								
1 - 19	8	-	9.81	19.36	11.36	15.00	14.00	13.81
20 - 49	11	-	8.68	20.75	10.00	20.75	12.10	13.91
100 - 399	7	-	12.75	16.78	14.42	16.78	17.31	16.46
Geographic Area Data								
Major Urban	11	-	14.42	20.75	15.14	20.75	15.14	17.27
Minor Urban	7	-	11.68	18.56	12.00	17.31	13.46	14.36
Rural	8	-	8.65	19.36	9.81	12.50	10.68	11.65

Carpenter, Journeyman/woman - 8781-110

Constructs, erects, installs and repairs structures and fixtures of wood, plywood, and wallboard, using carpenter's hand and power tools, and conforming to local building codes.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)								
Non-union	15	-	8.00	17.00	8.00	17.00	12.00	11.67
Industry Data								
Construction	6	-	10.00	17.00	10.00	17.00	14.50	13.83
Firm Size Data								
1 - 19	6	-	10.00	17.00	10.00	17.00	14.50	13.83

Carpenter, Non-journeyman/woman - 8781-110

(Hourly Rates)

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Firm Size Data								
All Employees (Full-time) Non-union	5		10.00	16.00	10.50	16.00	11.50	12.01
Industry Data								
Construction	5	-	10.00	16.00	10.50	16.00	11.50	12.01
Firm Size Data								
1 - 19	5	-	10.00	16.00	10.50	16.00	11.50	12.01

Carpenter, Maintenance, Journeyman/woman - 8781-114

Constructs and repairs wood structures and fixtures in an establishment; builds, repairs and installs structural items such as cabinets, stairs, doors etc., using carpenter's hand and power tools; installs window glass. May mix and pour concrete to repair floors.

(Hourly Rates)

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Firm Size Data								
All Employees (Full-time)	118	3	8.00	21.91	14.27	19.54	17.17	16.70
Union	105	3	11.44	21.91	15.24	19.54	17.56	17.06
Non-union	13	-	8.00	18.74	12.00	17.89	12.89	13.68
Male	118	-	8.00	21.91	14.27	18.99	17.03	16.79
Union	105	-	12.25	21.91	15.24	19.45	17.56	17.18
Non-union	13	-	8.00	18.74	12.00	17.89	12.89	13.68
Industry Data								
Primary	4	-	18.94	20.60	18.94	20.60	19.02	19.40
Mfg. & Process.	9	-	17.17	21.91	17.17	21.91	18.39	19.07
Health & Educ.	46	3	11.44	20.91	13.40	20.08	17.56	16.75
Public Admin.	33	-	12.89	20.98	14.27	18.83	18.12	17.12
Firm Size Data								
20 - 49	5	-	8.00	15.27	12.00	15.27	12.07	12.52
50 - 99	11	3	11.44	18.94	12.63	11.44	17.40	15.20
100 - 399	15	-	13.40	20.60	14.27	19.45	14.27	15.95
400 plus	84	-	12.25	21.91	15.24	19.54	17.56	17.41
Geographic Area Data								
Regina	43	-	12.25	21.91	17.56	19.54	18.12	18.24
Saskatoon	26	-	12.00	20.60	16.89	18.32	17.03	17.35
Major Urban	12	-	12.38	16.40	14.27	16.40	14.27	14.65
Minor Urban	4	-	12.63	20.91	12.63	20.91	17.42	17.09
Rural	13	3	8.00	19.45	12.07	11.44	17.01	14.73

Carpenter, Maintenance, Non-journeyman/woman - 8781-114

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full time)	192	-	10.99	18.44	14.84	14.84	14.84	14.93
Union	191	-	10.99	18.44	14.84	14.84	14.84	14.93
Industry Data								
Mfg. & Process	5	-	16.11	18.44	17.01	18.44	17.01	17.13
Trans., Comm. & Util.	3	-	15.33	15.62	15.33	15.62	15.48	15.48
Health & Educ.	9	-	13.08	16.39	15.24	16.39	16.39	15.70
Firm Size Data								
100 - 399	8	-	10.99	18.44	13.29	17.01	15.37	15.17
Geographic Area Data								
Saskatoon	12	-	10.99	18.44	15.48	17.07	16.39	16.14
Major Urban	5	-	13.08	15.62	13.29	15.62	15.24	14.50

Pipefitter, Maintenance, Journeyman/woman - 8791-010

Lays out, installs and maintains high pressure and low pressure systems of piping and fittings for conducting steam, water, oil and other liquids and gases, or finely divided solids, used in heating, cooling, lubricating and other industrial processing systems.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full time)	75	-	10.00	21.91	13.00	21.91	18.77	18.23
Union	63	-	13.98	21.91	16.50	21.91	18.82	19.26
Non-union	12		10.00	14.00	13.00	13.00	13.00	12.83
Industry Data								
Primary	17	-	13.00	19.05	13.00	19.05	18.99	16.89
Mfg. & Process	41	-	13.98	21.91	16.88	21.91	18.77	19.62
Firm Size Data								
100 - 399	33	-	13.98	19.05	16.50	19.05	18.77	18.36
400 plus	29	-	15.15	21.91	16.88	21.91	21.91	20.30
Geographic Area Data								
Saskatoon	10	-	10.00	19.05	13.98	19.04	18.82	16.79
Major Urban	20	-	16.47	18.77	16.50	18.77	18.77	18.31
Rural	10	-	18.71	19.05	18.99	19.05	18.99	18.98

Pipefitter, Maintenance, Non-journeyman/woman - 8791-010

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full time)	29	-	13.70	19.05	15.48	19.05	16.93	16.72

Pipefitter, Maintenance, Non-journeymen/women (continued)

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Union	28	-	13.70	19.05	15.48	19.05	16.93	16.72
Firm Size Data								
100 - 399	20	-	13.70	19.05	15.18	19.05	16.08	16.61
Geographic Area Data								
Saskatoon	20	-	15.18	17.56	15.48	17.17	16.38	16.36

Plumber, Maintenance, Journeymen/women - 8791-014

Assembles, installs and repairs pipes, fixtures and fittings used for water distribution and waste disposal in homes, schools, public and industrial buildings, according to local plumbing codes.

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	44	-	11.45	22.11	13.81	20.60	19.23	18.47
Male								
Union	44	-	11.45	22.11	13.81	20.60	19.23	18.47
Industry Data								
Health & Educ.	26	-	11.45	20.60	16.27	19.49	18.82	18.33
Public Admin.	13	-	13.64	22.11	16.12	20.49	19.71	18.58
Firm Size Data								
100 - 399	9	-	11.45	20.60	13.64	20.60	16.47	16.68
400 plus	32	-	16.12	22.11	18.27	20.49	19.23	19.29
Geographic Area Data								
Regina	16	-	16.12	22.11	19.23	20.49	19.71	19.62
Saskatoon	19	-	11.45	20.60	13.47	20.60	16.82	16.06
Major Urban	6	-	13.64	19.23	13.81	16.47	16.47	16.02

Plumber, Maintenance, Non-journeymen/women - 8791-014

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	10	-	9.41	20.46	11.50	18.12	16.72	15.74
Union	9	-	9.41	20.46	11.50	18.04	16.39	15.48
Industry Data								
Health & Educ.	8	-	9.41	20.46	11.50	18.12	16.39	15.33
Firm Size Data								
400 plus	6	-	9.41	20.46	16.39	18.04	17.07	16.41
Geographic Area Data								
Saskatoon	5	-	9.41	20.46	16.39	20.46	16.39	16.14
Rural	3	-	11.50	17.04	11.50	17.04	12.32	13.62

Plumber, Journeyman/woman - 8791-114

Assembles, installs, and repairs pipes, fixtures, and fittings used for water distribution and waste disposal in homes, schools, public and industrial buildings, according to local plumbing codes.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	19	-	12.50	16.00	14.00	16.00	15.00	14.91
Non union	11	-	12.50	15.00	13.50	15.00	14.43	14.21
Industry Data								
Construction	18	-	12.50	16.00	14.00	16.00	15.00	14.91
Firm Size Data								
1 - 19	11	-	12.50	15.00	13.50	15.00	14.43	14.21
Geographic Area Data								
Minor Urban	9	-	12.50	15.00	14.00	15.00	14.43	14.20

Plumber, Non-journeymen/women - 8791-114

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	17	-	6.00	13.60	7.50	12.50	9.00	9.73
Non union	13	-	6.00	12.50	6.75	12.00	9.00	9.36
Industry Data								
Construction	17	-	6.00	13.60	7.50	12.50	9.00	9.73
Firm Size Data								
1 - 19	13	-	6.00	12.50	6.75	12.00	9.00	9.36
Geographic Area Data								
Minor Urban	10	-	6.75	12.50	7.50	12.00	9.50	9.81

Labourer, General Construction - 8798-114

Performs a variety of tasks in support of equipment operators employed at a construction site. Cleans, lubricates and otherwise assists in the maintenance of equipment. Operates some of the less complex machinery such as rubber-tired tractors, small trucks, etc.

(Hourly Rates) **Provincial Data**

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	83	-	6.00	13.50	6.92	11.00	8.50	8.69
Non union	76	-	6.00	13.50	6.92	11.00	9.00	8.73
All Employees (Part time)	4	-	8.00	10.11	8.00	10.00	9.00	9.00
Non union	3	-	8.00	10.00	8.00	10.00	8.00	8.67
Industry Data								
Construction	38	-	6.00	11.50	7.00	11.00	8.00	8.44
Public Admin.	27	-	6.50	11.50	6.92	9.25	8.50	8.50

Labourer, General Construction (continued)

(Hourly Rates)

Firm Size Data

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
1 - 19	46	-	6.00	11.50	6.92	11.00	9.00	8.78
(Part-time)	3	-	8.00	10.00	8.00	10.00	8.00	8.67
20 - 49	30	-	6.00	13.50	7.00	12.00	8.00	8.59

Geographic Area Data

Saskatoon	14	-	6.50	11.00	8.00	10.50	8.40	8.76
Major Urban	28	-	6.00	13.50	6.50	12.00	8.75	8.81
Minor Urban	10	-	6.00	10.00	6.50	9.65	7.63	7.96
Rural	23	-	7.00	11.50	7.00	9.00	9.00	8.52
(Part-time)	3	-	8.00	10.00	8.00	10.00	8.00	8.67

Concrete Mixer Operator - 8799-178

Operates portable or stationary concrete batching and mixing plant in gravel pits, material supplier's yard or at construction projects, to weigh out and mix specified quantities of concrete aggregate, cement and water.

(Hourly Rates)

Provincial Data

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
All Employees								
(Full-time)	7	-	9.00	15.02	9.00	14.91	14.27	12.69
Non-union	3	-	9.00	13.58	9.00	13.58	9.00	10.53

Industry Data

Mfg. & Process	6	-	9.00	15.02	13.58	14.91	14.35	13.54

Firm Size Data

1 - 19	4	-	9.00	14.91	9.00	14.91	11.29	11.62

Carpet/Linoleum Installer/Layer - 8799-154

Installs, replaces and repairs carpets and linoleum on floors of residential, commercial and industry buildings.

(Hourly Rates)

Provincial Data

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
All Employees								
(Full-time)								
Non-union	11	-	10.00	17.31	10.62	17.31	13.00	14.11

Industry Data

Retail	11	-	10.00	17.31	10.62	17.31	13.00	14.11

Firm Size Data

1 - 19	8	-	10.00	17.31	12.00	17.31	13.00	13.62

Maintenence Man/Woman - 6799-194

Performs minor repairs and maintains physical structures of commercial and industrial establishments. May perform routine construction tasks such as shelving and partition installation, concrete and brick laying.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	267	12	5.00	24.77	10.39	15.62	12.71	12.72
Union	230	9	6.00	19.59	10.97	15.52	12.75	12.90
Non-union	57	3	5.00	24.77	7.00	16.69	11.99	11.95
Male	267	-	5.00	24.77	10.52	15.52	12.60	12.60
Union	230	-	6.00	19.59	10.98	15.48	12.71	12.97
Non-union	57	-	5.00	24.77	7.00	17.01	11.77	12.10
Female	-	12	7.00	11.50	10.06	11.50	11.50	10.61
Non-union	-	3	7.00	11.11	7.00	11.11	10.05	9.39
All Employees (Part time)	45	4	5.00	13.00	9.84	12.71	11.46	10.50
Union	33	2	5.03	13.00	9.84	12.71	11.58	10.70
Non-union	12	2	5.00	12.32	6.66	8.00	11.33	10.36
Male	45	-	5.00	13.00	9.84	12.32	11.20	10.62
Union	33	-	5.10	13.00	9.84	12.32	11.22	10.86
Non-union	12	-	5.00	12.32	6.66	12.26	11.16	10.71
Female	-	4	5.00	11.46	5.00	11.46	8.00	8.12
Industry Data								
Mfg. & Process	59	-	6.25	18.69	12.01	16.10	14.60	14.49
Retail	13	1	6.00	11.71	6.38	11.71	10.62	9.93
Health & Educ.	158	9	6.00	16.33	11.02	15.62	12.50	12.73
(Part time)	34	2	5.00	13.00	9.66	12.01	11.38	11.26
Service	11	-	5.00	13.62	5.00	13.62	8.16	9.77
Public Admin.	24	1	10.06	17.01	10.06	13.65	11.11	11.87
Firm Size Data								
1 - 19	10	1	7.00	15.52	8.00	15.52	10.66	10.64
(Part time)	2	1	5.00	10.75	5.00	10.00	10.75	8.58
20 - 49	94	1	5.00	24.77	8.16	16.10	12.32	11.76
(Part time)	23	1	5.00	12.32	9.94	12.32	11.58	11.07
50 - 99	43	1	6.00	16.18	10.78	14.52	12.32	12.52
(Part time)	10	-	6.84	13.00	9.84	12.26	10.57	10.94
100 - 399	79	-	6.25	17.01	10.53	14.05	11.95	12.19
(Part time)	7	2	5.03	12.71	5.03	5.10	12.12	9.53
400 plus	101	9	9.84	16.69	11.38	16.69	14.26	13.86
Geographic Area Data								
Regina	63	9	6.25	16.69	10.97	16.69	14.27	13.52
Saskatoon	41	-	6.65	19.33	11.38	17.01	13.62	13.79
Major Urban	63	-	6.58	15.65	10.42	13.09	11.95	11.90
(Part time)	8	2	5.00	13.00	5.00	5.10	10.55	7.52
Minor Urban	36	1	5.00	15.52	8.33	14.28	12.25	11.46
(Part time)	5	-	5.00	12.71	10.25	12.71	12.12	10.52
Rural	67	2	6.00	16.18	10.53	14.10	12.32	12.11
(Part time)	30	1	9.84	12.32	9.94	12.32	11.58	11.31

Bus Driver, Urban - 9171-110

Operates gasoline, diesel or electric-powered bus to transport passengers over established or other routes.

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	209	15	7.00	14.57	13.26	14.57	14.57	13.81

Driver, Tank Truck - 9175-114

Operates gasoline and diesel-powered single unit or tractor trailer tank unit to transport bulk liquids. May wash truck and clean and sterilize tank. May fill and empty tank.

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	27	-	14.19	15.16	14.67	15.00	14.68	14.70

Truck Driver, Heavy - 9175-118

Operates heavy single-unit gasoline or diesel-powered truck, over 3 ton capacity, to transport goods and materials.

(Hourly Rates)

	No. of Employees		Provincial Data					
			100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	265	3	7.00	16.77	8.40	16.00	12.10	12.23
Union	134	1	7.34	16.77	9.95	16.25	14.45	13.73
Non-union	112	2	7.00	16.00	7.75	14.50	9.84	10.45
Male	265	-	7.00	16.77	8.40	16.02	12.05	12.21
Union	134	-	7.34	16.77	9.95	16.25	14.45	13.76
Non-union	112	-	7.00	16.00	7.75	13.80	9.79	10.50
Industry Data								
Primary	0	-	13.00	16.77	15.00	16.77	16.77	17.21
Mfg. & Process	58	2	7.50	16.25	8.06	16.25	12.70	12.62
Construction	21	-	7.00	13.50	7.50	13.50	9.00	9.60
Trans., Comm. & Util.	69	1	8.50	16.00	9.95	16.00	12.10	12.41
Wholesale	17	-	7.25	15.45	8.20	13.25	10.60	10.69
Retail	35	-	7.34	14.95	8.16	11.34	9.75	9.73
Public Admin.	56	-	12.00	14.45	12.00	14.45	14.45	13.73
Firm Size Data								
1 - 19	47	-	7.00	16.00	7.60	16.00	10.30	11.67
20 - 49	66	3	7.25	16.77	8.20	15.00	9.95	10.91
50 - 99	26	-	7.34	13.50	8.06	13.50	10.07	10.56
100 - 500	41	-	8.65	16.25	11.23	16.25	14.65	14.62
Geographic Area Data								
Regina	60	1	7.25	13.75	9.95	14.95	14.45	12.96
Saskatoon	16	-	10.40	16.52	12.25	15.45	14.65	14.17
Major Urban	31	-	7.00	16.82	7.50	12.00	10.75	10.60
Minor Urban	56	-	7.75	16.00	8.90	15.50	12.10	12.10
Rural	94	2	7.50	16.25	8.00	16.25	9.00	11.08
Province-wide	7	-	13.00	17.77	15.00	16.77	16.77	17.41

Truck Driver, Tractor-Trailer - 9175-122

Operates gasoline or diesel-powered tractor-trailer combinations to transport goods and materials. Prepares reports on condition of truck and trailer before and after long-distance trips.

(Monthly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	17	-	1559.70	2912.45	1559.70	2652.41	1819.65	1936.49
Non-union	15	-	1559.70	2912.45	1559.70	2652.41	1819.65	1869.83
Industry Data								
Trans., Comm. & Util.	17	-	1559.70	2912.45	1559.70	2652.41	1819.65	1936.49
Geographic Area Data								
Regina	14	-	1559.70	2912.45	1559.70	2652.41	1819.65	1889.11

Truck Driver, Redi-Mix - 9175-126

Operates gasoline or diesel single unit truck or combination tractor and trailer equipped with an auxiliary concrete mixer.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full time)	25	-	7.50	14.91	8.00	14.91	13.48	12.04
Union	14	-	13.48	14.91	13.48	14.91	14.34	14.36
Non-union	11	-	7.50	11.00	7.50	10.40	9.50	9.10
Industry Data								
Mfg. & Process.	20	-	7.50	14.91	7.50	14.91	14.34	12.70
Construction	5	-	8.00	11.00	9.00	11.00	9.50	9.40
Firm Size Data								
1 - 19	25	-	7.50	14.91	8.00	14.91	13.48	12.04
Geographic Area Data								
Major Urban	10	-	7.50	13.48	7.50	13.48	10.08	10.15

Truck Driver, Light - 9175-138-0

Operates light trucks, 3 ton or under capacity, to transport goods and materials.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	224	6	5.00	16.26	8.50	14.48	12.41	11.92
Union	165	5	7.34	16.26	10.99	14.48	12.74	12.67
Non-union	59	1	5.00	14.68	7.00	14.28	9.00	9.79
Male	224	-	5.00	16.26	8.50	14.28	12.41	11.93
Union	165	-	7.34	16.26	10.99	14.43	12.56	12.66
Non-union	59	-	5.00	14.68	7.00	14.28	9.00	9.87

Truck Driver, Light (continued)

(Hourly Rates)

Provincial Data

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
All Employees (Full-time)								
Female	-	6	5.50	13.63	12.41	13.63	12.49	11.69
All Employees (Part-time)	29	3	6.00	14.68	7.40	14.68	10.55	10.90
Non-union	10	-	6.00	14.68	12.08	14.68	14.68	13.47
Male	29	-	6.00	14.68	7.40	14.68	10.55	10.94
Non-union	10	-	6.00	14.68	12.08	14.68	14.68	13.47

Industry Data

Primary	10	-	9.73	14.84	9.73	12.36	11.50	11.41
Mfg. & Process.	17	1	5.50	16.26	14.26	15.57	14.48	13.50
Wholesale	6	-	5.00	14.95	7.25	14.95	9.38	10.15
Retail	46	-	6.00	14.68	7.50	14.28	10.87	10.74
(Part-time)	12	-	7.40	14.68	7.40	14.68	14.48	12.58
Health & Educ.	15	1	11.04	12.74	11.32	12.74	11.84	11.98
Public Admin.	54	-	9.49	13.30	10.99	13.30	12.33	12.40

Firm Size Data

1 - 19	10	1	5.00	14.68	8.50	14.68	9.73	9.62
20 - 49	27	-	7.00	15.57	7.00	11.50	9.00	9.44
50 - 99	17	-	6.00	14.26	7.34	11.76	11.06	10.12
100 - 399	124	4	6.35	16.26	10.87	14.48	12.41	12.47
(Part-time)	24	3	7.40	14.68	9.20	14.68	10.55	10.92
400 plus	46	1	11.04	14.28	11.84	14.28	13.30	13.04

Geographic Area Data

Regina	60	-	6.35	15.57	8.50	14.28	13.30	12.01
Saskatoon	33	2	5.00	14.95	11.04	14.95	14.43	12.60
Major Urban	23	-	7.34	16.26	10.99	12.21	11.31	11.61
Minor Urban	30	-	7.89	14.68	9.49	11.76	11.10	10.96
Rural	18	-	6.00	12.36	7.00	12.36	8.20	8.44

Truck Dispatcher - 9179-118

Assigns drivers and motor vehicles for conveyance of freight. May establish services or delivery routes. May send orders and messages to vehicles on the road, using radio, telephone and other communications equipment.

(Hourly Rates)

Provincial Data

	No. of Employees Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
All Employees (Full-time)	15	3	6.00	20.00	9.06	12.00	17.00	14.43
Non-union	13	3	6.00	20.00	9.06	12.00	17.16	14.48
Male	15	-	6.00	20.00	12.00	17.89	15.50	15.20
Non-union	13	-	6.00	20.00	11.25	17.89	17.00	15.37

Industry Data

Trans., Comm. & Util.	15	3	6.00	20.00	9.06	12.00	17.00	14.43

Firm Size Data

1 - 19	5	1	6.00	17.31	15.30	17.31	16.41	14.20
20 - 49	10	-	11.25	20.00	12.00	17.89	16.19	15.65

Truck Dispatcher (continued)

(Hourly Rates)	Geography Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	5	1	11.25	15.30	12.00	15.30	14.05	13.40
Minor Urban	5	-	15.50	17.31	17.00	17.31	17.00	16.82
Rural	5	-	6.00	20.00	15.38	20.00	17.89	15.43

Car Jockey - 9179-150

Drives vehicles to be serviced in and out of garage as required. Picks up and delivers customers' vehicles. May clean and make minor adjustments to new or used cars to be placed on sales lot or show room or those sold to customers. May also act as parts pick-up driver.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	40	6	5.00	10.39	5.00	5.00	6.18	6.38
Non-union	40	6	5.00	10.39	5.00	5.00	6.18	6.38
Male	40		5.00	10.39	5.00	9.17	5.75	6.46
Female	-	6	5.00	6.50	5.00	7.15	5.31	5.85
All Employees (Part-time)	6	-	5.00	6.50	5.00	5.00	5.00	5.25
Non-Union	6	-	5.00	6.50	5.00	5.00	5.00	5.25
Industry Data								
Retail	37	6	5.00	10.39	5.00	5.00	6.35	6.33
(Part-time)	6	-	5.00	6.50	5.00	5.00	5.00	5.25
Firm Size Data								
1 - 19	10	4	5.00	9.00	5.00	7.15	6.50	6.14
(Part-time)	3	-	5.00	6.50	5.00	6.50	5.00	5.50
20 - 49	12	1	5.00	10.00	5.00	10.00	6.35	6.27
50 - 99	3	1	5.00	9.17	5.00	5.00	7.85	6.42
Geographic Area Data								
Saskatoon	7	1	5.00	9.17	5.00	9.17	7.76	7.04
Major Urban	9	1	5.00	6.50	5.00	6.50	5.93	5.72
Minor Urban	6	3	5.00	10.00	5.00	5.00	8.75	6.39
Rural	2	1	5.00	7.00	5.00	5.00	7.00	5.67

Truck Driver Helper - 9179-190

Helps truck drivers in transporting and handling materials, merchandise and equipment. Helps truck driver in cleaning and servicing vehicle.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	8	-	6.00	9.35	7.00	9.35	8.18	8.05
Non-union	8	-	6.00	9.35	7.00	9.35	8.18	8.05

Truck Driver Helper (continued)

(Hourly Rates)

	No. of Employees		Provincial Data 100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Part-time)	5	-	6.00	10.00	6.00	10.00	6.00	7.40
Non-union	5	-	6.00	10.00	6.00	10.00	6.00	7.40
Industry Data								
Trans., Comm. & Util.	8	-	6.00	9.35	7.00	9.35	8.18	8.05
(Part-time)	5	-	6.00	10.00	6.00	10.00	6.00	7.40
Firm Size Data								
20 - 49	8	-	6.00	9.35	7.00	9.35	8.18	8.05

Furniture Mover - 9313-122

Moves furniture, office supplies and equipment to and from homes, apartments, offices and storage establishments.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	10	-	7.50	17.00	8.50	12.34	11.36	11.25
Non-union	9	-	7.50	17.00	8.50	11.47	11.25	11.13
Industry Data								
Trans., Comm. & Util.	8	-	8.50	17.00	10.50	12.34	11.47	11.75
Firm Size Data								
1 - 19	10	-	7.50	17.00	8.50	12.34	11.36	11.25

Conveyor Operator - 9315-114

Controls conveyor or conveyor system to transfer materials from stockpiles to processing or shipping points, move materials or products between departments or on production lines, or load and unload vehicles. Sprays additives on materials passing on conveyor, or tends other equipment related to process such as crusher mixer, vibrator or pollution control devices.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	11	-	8.08	16.81	8.85	16.81	16.35	13.88

Industrial Truck Operator - 9315-126

Operates powered industrial truck to push, pull, lift, stack, tier or move merchandise, equipment or bulk materials in warehouses, factories, storage yards, mills, shipping terminals or other locations.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	56	1	10.00	16.82	13.90	16.82	15.68	15.27
Union	55	1	11.76	16.82	14.43	16.82	15.68	15.36
Male	56	-	10.00	16.82	13.90	16.82	15.68	15.28
Union	55	-	11.76	16.82	14.43	16.82	15.68	15.37
Industry Data								
Mfg. & Process.	41	1	13.90	16.82	14.69	16.82	14.69	15.50
Firm Size Data								
50 - 99	14	-	11.76	15.68	11.76	15.68	15.68	14.61
100 - 399	23	-	14.43	16.82	15.72	16.82	16.82	16.37
Geographic Area Data								
Saskatoon	26	1	10.00	16.35	14.69	16.35	14.69	14.95

Packager, Machine - 9317-218

Tends machine that performs one or more packaging functions such as cleaning, bundling, filling, marking, labelling, sorting, typing, sealing, packing, weighing, wrapping or closing containers to pack any variety of products.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	16	1	10.10	14.54	10.25	14.35	14.19	12.53
Union	13	-	10.10	14.54	10.25	14.35	14.19	13.15
Male	16	-	10.10	14.54	10.25	14.35	14.19	12.65
Union	13	-	10.10	14.54	10.25	14.35	14.19	13.15
Industry Data								
Mfg. & Process.	14	1	10.10	14.35	10.25	14.35	14.19	12.44
Firm Size Data								
1 - 19	8	1	10.25	14.54	10.25	14.54	10.50	11.45

Sack Filler, Flour/Feed - 9317-230

Tends machines that fill sacks with pre-weighted material such as feed and flour and sews tops of bags. May tally number of bags filled. May weigh filled sacks.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	39	3	5.00	17.24	10.75	17.09	16.70	14.86
Non-union	6	3	5.00	14.00	8.00	8.50	10.75	8.94
Male	39	-	6.50	17.24	10.75	17.09	16.70	15.38
Non-union	6	-	6.50	14.00	8.00	10.75	8.50	9.38
Industry Data								
Mfg. & Process.	36	3	5.00	17.24	12.66	17.09	16.70	15.25
Firm Size Data								
1 - 19	8	3	5.00	14.00	8.00	8.50	12.66	9.62

Garbage Collector - 9318-014

Collects and loads refuse on garbage trucks, using hoisting device at rear of truck.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	47	-	5.50	13.64	8.96	13.59	12.94	11.71
Union	38	-	6.98	13.64	9.48	13.59	12.94	12.41
Non-union	9	-	5.50	11.54	6.00	11.54	9.24	8.72
Industry Data								
Public Admin.	47	-	5.50	13.64	8.96	13.59	12.94	11.71
Firm Size Data								
1 - 19	10	-	5.50	11.54	6.98	11.54	9.46	9.43

Garbage Collector (continued)

(Hourly Rates)

	No. of Employees		Geographic Area Data					
	Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
Rural	14	-	5.50	11.54	6.00	11.54	9.34	8.84

Warehouseman/woman - 9318-110

Loads, unloads, conveys, stores and distributes materials within plant, warehouse or other establishments either manually or by mechanical handling equipment. May assist in routine maintenance of equipment.

(Hourly Rates)

	No. of Employees		Provincial Data					
	Male	Female	100% Range Low	100% Range High	80% Range Low	80% Range High	Median	Mean
All Employees (Full-time)	590	22	6.00	22.66	10.00	18.30	13.35	13.54
Union	499	11	8.65	18.35	11.03	18.30	13.35	14.07
Non-union	91	11	6.00	22.66	7.10	6.92	11.49	10.88
Male	590	-	6.00	22.66	10.00	17.64	13.35	13.64
Union	499	-	8.65	18.35	10.96	18.17	13.35	14.06
Non-union	91	-	6.00	22.66	7.10	15.71	10.90	11.34
Female	-	22	6.92	18.17	7.10	16.13	8.80	10.77
Union	-	11	10.10	18.17	12.13	16.37	15.27	14.43
All Employees (Part-time)	167	12	5.00	15.27	8.75	15.27	11.49	10.97
Union	90	1	6.50	15.27	8.75	15.27	10.96	11.05
Non-union	77	11	5.00	11.49	5.00	10.27	11.49	10.87
Male	167	-	5.00	15.27	8.75	13.30	11.49	11.01
Union	90	-	6.50	15.27	8.75	15.27	10.96	11.07
Non-union	77	-	5.00	11.49	10.27	11.49	11.49	10.96
Female	-	12	5.00	11.49	5.00	11.49	11.49	10.29
Industry Data								
Primary	66	4	8.65	18.17	8.65	18.17	16.13	14.82
Mfg. & Process.	146	-	6.50	22.66	10.75	16.55	14.93	14.04
Trans., Comm. & Util.	47	1	8.50	14.38	9.68	13.35	10.96	11.32
Wholesale	279	12	6.80	18.30	12.66	18.30	13.35	13.87
(Part-time)	73	2	5.00	15.27	8.75	15.27	9.86	10.97
Retail	29	4	6.00	13.56	7.50	6.92	11.49	9.90
(Part-time)	75	10	5.00	11.49	11.49	11.49	11.49	11.14
Firm Size Data								
1 - 19	35	-	6.00	15.75	8.00	14.81	11.00	11.23
20 - 49	65	9	6.80	17.80	7.10	7.10	12.57	10.88
50 - 99	47	1	8.65	18.35	8.65	16.69	13.80	13.30
100 - 399	275	11	6.92	22.66	11.65	18.30	15.27	14.65
(Part-time)	88	1	7.60	15.27	8.75	15.27	10.96	11.14
400 plus	168	1	10.44	16.55	11.49	14.93	13.35	13.36
Geographic Area Data								
Regina	159	6	6.92	18.30	9.68	18.30	13.80	13.68
(Part-time)	97	10	7.60	11.49	8.75	11.49	11.49	10.71
Saskatoon	154	11	6.80	18.35	13.95	18.17	15.27	14.61
(Part-time)	49	2	5.00	15.27	9.36	15.27	13.30	12.07
Major Urban	66	1	6.50	15.75	11.65	12.70	11.99	11.84
Minor Urban	32	-	8.00	15.66	8.65	15.66	12.29	12.12
Rural	24	3	6.00	22.66	12.00	22.66	16.37	15.82
Province-wide	155	1	9.33	17.80	10.44	13.35	13.35	12.88

Hand Packager - 9318-122

Packages materials and products by hand.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	22	16	5.00	15.75	11.65	14.90	14.90	11.33
Non-union	4	9	5.00	10.10	5.97	10.00	5.97	7.04
Male	22	-	5.97	15.75	6.50	14.90	11.65	11.77
Non-union	4	-	5.97	6.50	5.97	6.50	6.24	6.24
Female	-	16	5.00	15.40	5.97	15.05	10.05	10.73
Non-union	-	9	5.00	10.10	5.00	10.00	6.00	7.40
All Employees								
(Part-time)	2	6	5.00	10.50	10.00	10.50	7.25	8.69
Non-union	2	6	5.00	10.50	10.00	10.50	7.25	8.69
Female	-	6	5.00	10.00	7.00	10.00	8.25	8.08
Non-union	-	6	5.00	10.00	7.00	10.00	8.25	8.08
Industry Data								
Mfg. & Process.	22	12	5.97	15.75	6.50	14.90	14.90	11.78
Firm Size Data								
1 - 19	1	3	6.00	10.00	6.50	10.00	8.00	8.13
(Part-time)	2	4	7.00	10.50	10.00	10.50	8.00	9.50
20 - 49	10	13	5.00	15.75	6.50	15.05	5.00	11.74
Geographic Area Data								
Regina	8	11	6.50	15.75	14.90	15.05	10.00	13.48
Saskatoon	3	4	5.00	6.50	5.97	5.97	5.00	5.77

Foreman/woman, Printing and Publishing - 9510-199

Supervises and co-ordinates activities of workers engaged in all phases of a printing operation.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	21	2	10.85	31.74	12.60	31.74	18.35	18.61
Union	9	-	14.84	20.50	14.98	18.35	16.65	17.05
Non-union	12	2	10.85	31.74	12.46	10.85	22.86	19.61
Male	21	-	11.02	31.74	12.60	27.14	17.90	19.34
Union	9	-	14.84	20.50	14.98	18.35	16.65	17.05
Non-union	12	-	11.02	31.74	12.46	31.17	21.67	21.05
Industry Data								
Mfg. & Process.	21	2	10.85	31.74	12.60	31.74	18.35	18.61
Firm Size Data								
1 - 19	4	2	10.85	17.41	12.46	10.85	16.13	12.93
20 - 49	8	-	12.60	24.04	14.50	20.50	17.28	17.44
Geographic Area Data								
Regina	11	1	10.85	31.74	17.41	31.74	21.67	21.47

Typesetter, Journeyman/woman - 9511-118

Sets type by hand or machine and assembles type and cuts in galleys for printing articles, headings and related matter. May operate proof press.

(Hourly Rates)			Provincial Data					
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	29	8	9.06	20.00	13.00	13.00	18.89	16.64
Union	7	6	13.00	16.45	13.00	16.45	16.45	15.01
Non-union	22	2	9.06	20.00	14.85	20.00	18.89	17.53
Male	29	-	9.06	20.00	13.00	19.25	18.89	17.39
Non-union	22	-	9.06	20.00	14.85	19.56	18.89	18.16
Female	-	8	9.35	16.45	11.85	16.45	13.99	13.94
Union	-	6	13.00	16.45	13.00	16.45	15.72	15.06
All Employees (Part-time)	-	3	5.75	14.98	5.75	14.98	8.50	9.74
Female	-	3	5.75	14.98	5.75	14.98	8.50	9.74
			Industry Data					
Mfg. & Process.	29	8	9.06	20.00	13.00	13.00	18.89	16.64
(Part-time)	-	3	5.75	14.98	5.75	14.98	8.50	9.74
			Firm Size Data					
20 - 49	5	5	9.35	16.45	16.45	16.45	12.90	15.12

Typesetter, Apprentice - 9511-118

Sets type by hand or machine and assembles type and cuts in galleys for printing articles, headings and related matter. May operate proof press.

(Hourly Rates)			Provincial Data					
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	1	5	6.00	13.36	6.00	10.50	7.25	8.52
			Industry Data					
Mfg. & Process.	1	5	6.00	13.36	6.00	10.50	7.25	8.52
			Geographic Area Data					
Major Urban	1	5	6.00	13.36	6.00	10.50	7.25	8.52

Pressman/woman, Journeyman/woman - 9512-119

Sets up and operates cylinder, platen web or offset presses. Performs routine maintenance of the machine.

(Hourly Rates)			Provincial Data					
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	43	-	7.30	20.50	13.00	18.89	16.45	16.11
Union	25	-	11.78	20.50	13.95	17.82	16.45	15.76
Non-union	18	-	7.30	19.83	12.00	19.83	18.89	16.59

Pressman/woman, Journeyman/woman (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Part-time)	3	-	5.50	18.89	5.50	18.89	13.55	12.65
Industry Data								
Mfg. & Process.	43	-	7.30	20.50	13.00	18.89	16.45	16.11
(Part-time)	3	-	5.50	18.89	5.50	18.89	13.55	12.65
Firm Size Data								
1 - 19	8	-	8.82	20.50	13.20	17.84	16.45	15.36
20 - 49	16	-	7.30	16.45	13.00	16.45	14.98	14.53
Geographic Area Data								
Regina	24	-	13.20	20.50	16.45	19.83	18.89	17.74

Pressman/woman, Apprentice - 9512-199

Sets up and operates cylinder, platen web or offset presses. Performs routine maintenance of the machine.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	23	1	5.00	17.81	6.75	17.81	11.43	11.30
Union	7	-	6.18	13.43	7.73	12.50	11.52	10.32
Non-union	16	1	5.00	17.81	8.11	17.81	11.33	11.70
Male	23	-	5.00	17.81	6.75	17.81	11.33	11.27
Union	7	-	6.18	13.43	7.73	12.50	11.52	10.32
Non-union	16	-	5.00	17.81	8.11	17.81	11.33	11.69
Industry Data								
Mfg. & Process.	23	1	5.00	17.81	6.75	17.81	11.43	11.30
Firm Size Data								
20 - 49	6	1	5.00	13.25	6.75	13.25	11.52	9.86
Geographic Area Data								
Regina	13	-	8.11	17.81	8.11	17.81	11.52	12.79

Bindery Worker, Journeyman/woman - 9517-146

Tends one or more machines and performs any combination of duties involved in binding printed matter.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees								
(Full-time)	8	11	6.00	17.25	12.78	13.75	6.25	12.00
Union	6	5	12.46	17.25	13.34	15.85	17.25	14.48
Non-union	2	6	6.00	13.75	7.50	13.75	6.88	8.59
Male	8	-	12.75	17.25	12.78	16.45	15.85	15.14
Union	6	-	12.78	17.25	15.85	16.45	16.15	15.77
Female	-	11	6.00	13.34	6.25	13.34	7.50	9.72

Bindery Worker, Journeyman/woman (continued)

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Mfg. & Process.	8	11	6.00	17.25	12.78	13.75	6.25	12.00
Firm Size Data								
20 - 49	4	4	7.50	17.25	7.50	13.75	12.38	11.28
Geographic Area Data								
Regina	3	4	6.00	17.25	13.34	16.45	6.00	12.73

Bindery Worker, Apprentice - 9517-146

Tends one or more machines and performs any combination of duties involved in binding printed matter.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	5	3	7.93	13.98	11.32	11.52	13.42	11.63
Male Union	5	-	7.93	13.98	11.52	13.98	12.79	11.82
Industry Data								
Mfg. & Process.	5	3	7.93	13.98	11.32	11.52	13.42	11.63

Boiler Operator - 9533-110

Controls one or more stationary or portable high-pressure boilers that supply steam for heat, power, or industrial processes. May condition boiler-feed water by adding specified chemicals. May clean boilers and tighten pipes and fittings using hand tools.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	58	-	8.00	21.79	11.93	16.46	13.09	13.77
Union	54	-	11.58	18.77	12.10	16.46	13.09	13.86
Non-union	4	-	8.00	21.79	8.00	21.79	10.21	12.55
All Employees (Part-time)	5	-	10.81	12.60	10.81	12.60	11.58	11.60
Industry Data								
Health & Educ.	32	-	11.58	21.79	11.93	14.59	12.32	13.29
(Part-time)	5	-	10.81	12.60	10.81	12.60	11.58	11.60
Firm Size Data								
20 - 49	5	-	12.19	18.77	13.09	18.77	13.09	14.06
50 - 99	6	-	8.00	14.27	11.58	13.07	12.32	11.93
100 - 399	21	-	11.58	18.44	11.93	16.44	12.32	13.15
400 plus	24	-	12.25	21.79	12.80	16.46	14.65	14.99

Boiler Operator (continued)

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Geographic Area Data								
Regina	22	-	8.00	17.75	10.21	16.46	14.65	14.02
Major Urban	7	-	12.10	13.17	12.10	13.09	13.09	12.68
Minor Urban	17	-	11.58	15.30	11.93	14.59	12.32	13.01
Rural	7	-	11.58	13.09	12.19	13.09	12.32	12.52

Stationary Engineer, 4th Class - 9533-122

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes. Holds a provincial government certificate as a fourth class stationary engineer.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	105	1	11.50	19.45	12.85	17.53	15.30	15.15
Union	101	1	11.50	19.45	12.85	17.53	15.30	15.12
Non-union	4	-	12.26	18.17	12.26	18.17	16.56	15.89
Male	105	-	11.50	19.45	12.85	17.53	15.30	15.17
Union	101	-	11.50	19.45	12.85	17.53	15.30	15.14
Non-union	4	-	12.26	18.17	12.26	18.17	16.56	15.89
All Employees (Part-time)	6	-	10.75	14.34	11.76	14.34	12.24	12.61
Male								
Union	6	-	10.75	14.34	11.76	14.34	12.24	12.61
Industry Data								
Mfg. & Process	13	-	12.85	17.14	12.85	16.81	15.40	14.96
Health & Educ.	68	-	11.50	19.45	12.71	17.53	15.30	15.40
(Part-time)	6	-	10.75	14.34	11.76	14.34	12.24	12.61
Firm Size Data								
20 - 49	5	-	11.50	17.14	12.26	17.14	13.98	13.97
50 - 99	12	-	12.26	17.82	12.66	15.30	14.24	14.33
100 - 399	50	1	12.32	18.17	12.85	15.64	15.30	14.59
400 Plus	37	-	14.68	19.45	15.30	17.56	15.94	16.34
Geographic Area Data								
Regina	30	-	14.24	19.45	14.68	17.53	15.30	15.96
Saskatoon	15	-	15.28	18.17	15.40	18.17	16.88	16.75
Major Urban	30	1	12.85	17.14	12.85	15.31	13.27	14.07
Minor Urban	22	-	12.32	18.03	15.24	15.31	15.30	15.18
Rural	8	-	11.50	17.82	12.26	13.98	12.66	13.23

Stationary Engineer, 3rd Class - 9533-122

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes. Holds a provincial government certificate as a third class stationary engineer.

(Hourly Rates)	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	79	-	11.51	20.98	16.01	18.37	17.53	17.33
Union	71	-	13.81	20.98	16.01	18.35	17.53	17.49
Non-union	8	-	11.51	19.38	12.14	19.38	16.71	15.92

Stationary Engineer, 3rd Class (continued)

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Industry Data								
Primary	12	-	12.14	19.38	12.14	19.38	18.35	17.30
Mfg. & Process.	12	-	13.81	20.98	17.09	20.98	17.27	17.88
Health & Educ.	41	-	15.30	20.46	16.01	18.33	17.53	17.26
Firm Size Data								
50 - 99	9	-	16.59	20.98	16.82	20.98	18.35	18.86
100 - 399	12	-	12.14	19.38	12.14	19.38	15.95	16.26
400 Plus	57	-	16.01	20.46	16.58	17.68	17.53	17.41
Geographic Area Data								
Regina	24	-	11.51	19.45	16.58	17.68	17.68	17.31
Saskatoon	33	-	15.26	20.98	16.01	20.46	17.56	17.75
Major Urban	9	-	13.81	17.53	15.30	17.53	16.88	16.47
Minor Urban	5	-	16.60	17.22	16.82	17.22	17.22	17.02
Rural	6	-	18.15	18.35	18.32	18.35	18.35	18.31

Stationary Engineer, 2nd Class - 9533-122

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes. Holds a provincial government certificate as a second class stationary engineer.

(Hourly Rates)

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Provincial Data								
All Employees (Full-time)	74	2	10.76	21.20	16.29	21.03	19.45	18.91
Union	65	2	11.93	21.08	17.41	20.48	19.05	18.89
Non-union	9	-	10.76	21.20	14.19	21.20	20.60	19.06
Male	74	-	10.76	21.20	16.29	21.03	19.45	19.09
Union	65	-	15.30	21.08	17.41	20.48	19.05	19.10
Non-union	9	-	10.76	21.20	14.19	21.20	20.60	19.06
Industry Data								
Primary	35	-	18.83	21.20	18.83	21.20	19.05	19.45
Mfg. & Process.	6	-	17.41	21.08	21.03	21.08	21.03	20.44
Health & Educ.	20	2	11.93	20.48	15.30	20.48	19.96	18.42
Firm Size Data								
100 - 399	38	-	14.19	21.20	16.29	20.60	19.05	18.76
400 Plus	33	-	17.41	21.03	18.83	20.48	19.48	19.61
Geographic Area Data								
Regina	22	-	10.76	21.03	19.02	21.03	19.48	19.49
Saskatoon	26	-	14.19	21.20	19.05	21.20	19.96	19.72
Rural	13	2	11.93	19.05	11.93	18.99	19.05	18.11

Stationary Engineer, 1st Class - 9533-122

Operates and maintains various types of stationary engines and mechanical equipment such as boilers, pumps, compressors, motors and generators, and refrigeration, and water or industrial waste treating equipment, to provide heat, power and other utility services for buildings or industrial processes.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	22	-	10.39	25.39	10.84	23.46	17.86	17.86
Union	12	-	10.59	23.46	10.84	23.46	20.31	17.78
Non-union	10	-	10.39	25.39	13.55	23.66	17.15	17.97
Industry Data								
Primary	8	-	13.55	25.39	15.84	23.66	17.15	18.81
Health & Educ.	8	-	10.39	22.05	10.59	18.77	11.09	13.39
Firm Size Data								
20 - 49	4	-	10.84	13.55	10.84	13.55	11.64	11.92
100 - 399	9	-	15.84	25.39	15.84	23.66	18.56	19.37
400 Plus	6	-	22.05	23.46	22.94	23.46	23.46	23.14
Geographic Area Data								
Saskatoon	5	-	17.15	25.39	17.15	25.39	22.05	21.08
Major Urban	4	-	10.59	18.77	10.59	18.77	14.89	14.79
Rural	5	-	10.39	21.93	10.84	21.93	10.96	13.29

Water Purification Plant Operator - 9535-110

Controls pumping, filtering, and chemical-treating equipment that processes and renders water available for domestic and industrial use. May operate special equipment to remove mineral compounds from hard water.

(Hourly Rates)	Provincial Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees								
(Full-time)	51	2	9.25	19.26	11.25	17.62	13.85	13.94
Union	44	2	9.25	19.26	11.45	17.32	13.85	14.05
Non-union	7	-	9.70	17.76	11.16	14.86	13.47	13.19
Male	51	-	9.25	19.26	11.25	17.32	13.65	14.06
Union	44	-	9.25	19.26	11.44	17.32	13.85	14.19
Non-union	7	-	9.70	17.76	11.16	14.86	13.47	13.19
Industry Data								
Public Admin.	51	2	9.25	19.26	11.25	17.62	13.85	13.94
Firm Size Data								
1 - 19	6	-	11.16	14.27	11.45	13.65	12.62	12.63
20 - 49	9	1	9.70	19.26	10.28	19.26	12.23	12.00
100 - 399	19	-	12.59	17.76	12.59	14.86	13.64	13.78
Geographic Area Data								
Major Urban	16	-	13.29	17.76	13.64	16.83	14.02	14.98
Minor Urban	16	2	9.25	19.26	10.28	19.26	12.59	12.36
Rural	9	-	9.70	14.27	11.16	13.65	11.76	12.10

Sewage Plant Operator - 9535-114

Operates treating, sludge processings, and disposal equipment in sewage treatment plant. Monitors control panel, and adjusts valves and gates that regulate flow of sewage. Takes samples and performs routine laboratory tests on sewage at various stages of processing.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	34	-	10.73	17.76	11.35	15.30	13.85	13.74
Union	31	-	10.73	17.76	11.55	15.30	13.85	13.87
Non-union	3	-	11.35	13.85	11.35	13.85	11.89	12.36
Industry Data								
Public Admin.	34	-	10.73	17.76	11.35	15.30	13.85	13.74
Firm Size Data								
100 - 399	20	-	10.73	17.76	12.28	14.18	13.85	13.53
Geographic Area Data								
Major Urban	21	-	10.73	17.76	12.28	16.83	13.85	13.89
Minor Urban	5	-	11.22	12.59	11.22	12.59	11.55	11.72

Sterilizer - 9599-126

Tends autoclave, or other sterilizing equipment to sterilize drug and surgical supplies, containers and instruments.

(Hourly Rates)

Provincial Data

	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
All Employees (Full-time)	6	109	10.53	13.09	10.66	11.27	11.27	11.19
Union	6	108	10.53	13.09	10.66	11.27	11.27	11.18
Male								
Union	6	-	10.97	11.78	11.26	11.27	11.27	11.30
Female	-	109	10.53	13.09	10.66	11.27	11.27	11.18
Union	-	108	10.53	13.09	10.66	11.27	11.27	11.18
All Employees (Part-time)								
Union	4	21	9.97	11.93	10.66	11.27	10.66	10.80
Female								
Union	-	21	10.10	11.93	10.39	11.27	10.66	10.87
Industry Data								
Health & Educ.	6	109	10.53	13.09	10.66	11.27	11.27	11.19
(Part-time)	4	21	9.97	11.93	10.66	11.27	10.66	10.80
Firm Size Data								
100 - 399	-	13	10.66	13.09	10.66	11.27	10.97	11.13
(Part-time)	-	4	10.66	11.93	10.66	11.93	10.66	10.98
400 Plus	6	94	10.53	12.32	10.66	11.27	11.27	11.19
(Part-time)	4	17	9.97	11.27	10.66	11.27	10.66	10.76

Sterilizer (continued)

(Hourly Rates)	Geographic Area Data							
	No. of Employees		100% Range		80% Range			
	Male	Female	Low	High	Low	High	Median	Mean
Regina	2	33	10.66	11.78	10.97	11.27	11.27	11.15
Major Urban	1	20	10.66	13.09	10.97	11.27	11.28	11.27
(Part-time)	-	6	10.66	11.27	10.66	11.27	11.27	11.07
Minor Urban	-	3	10.66	10.97	10.66	10.97	10.66	10.76
Rural	-	3	10.96	11.93	10.96	11.93	11.03	11.31

Work Week Arrangements

Table 1A - Provincial Composite, Office, Non-office and Special Employees

Arrangement Days per Week	Total Employees	Office Firms	Office Employees	Non-office Firms	Non-office Employees	Special Firms	Special Employees
All Arrangements	**81,197**	**866**	**27,467**	**816**	**45,715**	**234**	**8,015**
5 days	55,995	747	25,644	653	27,495	134	2,856
4 days	512	4	67	9	443	2	2
6 days	86	2	5	5	71	1	10
4 1/2 days	67	4	20	6	47	.	.
5 1/2 days	36	1	3	5	33	.	.
5/4 days	7,761	17	7,417	11	288	4	56
5/5/4 days	19,111	35	3,787	43	13,710	20	1,614
Other	4,558	6	278	20	1,914	26	2,366
No Standard	3,071	51	246	64	1,714	47	1,111

Table 1B - by Industry

Arrangement Days per Week	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
		Number of Employees			
All Arrangements	**3,742**	**6,119**	**642**	**6,468**	**3,504**
5 days	3,076	5,346	571	3,922	2,743
4 days	.	291	26	.	10
6 days	.	30	.	.	.
4 1/2 days	.	18	11	.	.
5 1/2 days	.	7	20	.	.
5/4 days	60	17	.	1,112	.
5/5/4 days	.	194	.	1,289	746
Other	16	123	5	25	.
No Standard	590	93	9	120	5

Table 1B - by Industry (continued)

Arrangement Days per Week	Retail	Finance, Ins. & R.E.	Health & Education	Service	Public Admin.
		Number of Employees			
All Arrangements	**6,235**	**3,061**	**24,949**	**4,453**	**22,024**
5 days	5,383	2,790	11,034	3,776	7,174
4 days	110	.	27	47	1
6 days	15	.	28	13	.
4 1/2 days	.	.	38	.	.
5 1/2 days	.	.	6	.	1
5/4 days	91	37	222	189	6,033
5/5/4 days	493	29	7,699	72	8,589
Other	.	.	4,175	70	144
No Standard	143	25	1,718	286	82

Table 1C - by Firm Size

Arrangement Days per Week	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees			
All Arrangements	**4,257**	**7,137**	**7,815**	**19,213**	**52,775**
5 days	3,689	5,826	6,522	12,719	27,239
4 days	58	83	47	108	216
6 days	24	62	.	.	.
4 1/2 days	49	18	.	.	.
5 1/2 days	28	8	.	.	.
5/4 days	35	161	58	538	6,969
5/5/4 days	37	335	518	2,569	15,652
Other	27	261	279	1,736	2,255
No Standard	310	383	391	1,543	444

Actual Hours Worked Per Week

Table 2A - Provincial Composite, Office, Non-office and Special Employees

Arrangement Hours per Week	Total Employees	Office		Non-office		Special	
		Firms	Employees	Firms	Employees	Firms	Employees
Under 35	689	20	450	10	139	2	100
35	2400	101	1,836	22	461	4	103
Over 35, under 37.5	25,248	55	11,558	49	12,356	27	1,334
37.5	13,559	200	9,480	90	3,047	28	1,032
Over 37.5, under 40	2,679	6	128	10	1,843	1	708
40	42,621	424	13,557	545	25,545	117	3,519
Over 40	930	10	212	26	610	8	108

Table 2B - by Industry

Arrangement Hours per Week	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
		Number of Employees			
Under 35	-	-	1	-	28
35	-	358	8	6	9
Over 35, under 37.5	60	288	-	2,401	775
37.5	113	878	1	254	252
Over 37.5, under 40	18	72	-	-	49
40	2,961	4,299	581	3,653	2,386
Over 40	-	131	42	34	-

Table 2B - by Industry (continued)

Arrangement Hours per Week	Retail	Finance, Ins. & R.E.	Health & Education	Service	Public Admin.
		Number of Employees			
Under 35	94	66	224	212	64
35	91	353	1,224	245	106
Over 35, under 37.5	493	311	8,627	136	12,157
37.5	1,777	2,130	3,188	724	4,242
Over 37.5, under 40	-	-	193	65	2,282
40	3,619	176	9,706	2,769	2,471
Over 40	18	-	69	16	620

Table 2C - by Firm Size

Arrangement Hours per Week	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees			
Under 35	88	95	172	334	-
35	321	236	414	519	910
Over 35, under 37.5	117	500	508	3,060	21,063
37.5	644	1,292	2,098	2,863	6,662
Over 37.5, under 40	25	71	121	344	2,118
40	2,617	4,362	3,998	10,066	21,578
Over 40	135	198	113	484	-

Paid Holidays

Table 3A - Provincial Composite, Office, Non-office and Special Employees

Total Days per Year	Total Employees	Office		Non-office		Special	
		Firms	Employees	Firms	Employees	Firms	Employees
9	16,487	243	11,240	271	4,762	32	485
10 - 14	67,489	621	25,043	542	36,317	186	6,129
More than 14	30	3	7	3	23	-	-

Table 3B - by Industry

Industry	Total Days per Year		
	9	10 - 14	More than 14
	Number of Employees		
Primary	156	3,561	-
Manufacturing & Processing	1,149	4,767	-
Construction	444	187	-
Transportation, Communication & Utilities	254	6,103	-
Wholesale	159	3,310	-
Retail	1,298	4,661	14
Finance, Insurance & Real Estate	279	2,473	-
Health & Education	872	19,526	16
Service	1,758	1,828	-
Public Administration	118	21,073	-

Table 3C - by Firm Size

Total Days per Year	1 - 19	20 - 49	50 - 99	100 - 399	400+
	Number of Employees				
9	1,630	1,667	1,157	1,789	10,244
10 - 14	2,357	4,991	6,112	15,260	38,769
More than 14	25	5	-	-	-

Paid Holidays - Non-statutory

Table 4A - Provincial Composite, Office, Non-office and Special Employees

Total Days per Year	Total Employees	Office		Non-office		Special	
		Firms	Employees	Firms	Employees	Firms	Employees
Heritage Day	4,290	51	1,588	49	2,685	4	17
Easter Monday	27,199	211	9,159	176	13,440	108	4,600
Christmas Eve	1,692	36	863	34	801	5	28
Boxing Day	65,351	587	24,410	506	34,846	180	6,095
Floating Holiday(s)	1,300	33	630	30	638	6	32
Other	25,354	71	12,597	67	12,666	9	91

Table 4B - by Industry

Industry	Heritage Day	Easter Monday	Christmas Eve	Boxing Day	Floating Holiday(s)	Other
	Number of Employees					
Primary	1,754	61	163	3,310	-	1,084
Mfg. & Process.	1,006	291	258	3,959	231	1,904
Construction	15	18	-	122	-	-
Trans., Comm. & Util.	11	2,594	29	6,098	87	96
Wholesale	22	96	92	3,310	79	1,609
Retail	23	156	35	4,507	44	822
Finance, Ins. & R.E.	354	166	4	2,195	-	109
Health & Educ.	770	15,292	376	19,219	332	2,628
Service	55	317	172	1,665	224	303
Public Administration	280	8,208	563	20,966	303	16,799

Table 4C - by Firm Size

	1 - 19	20 - 49	50 - 99	100 - 399	400+
	Number of Employees				
Heritage Day	186	364	426	1,877	1,437
Easter Monday	394	2,118	2,047	5,262	17,378
Christmas Eve	169	143	444	936	-
Boxing Day	2,221	4,609	5,719	14,413	38,389
Floating Holiday(s)	136	190	379	595	-
Other	187	507	843	3,310	20,507

Vacation Entitlement

Table 5A - Provincial Composite, Office, Non-office and Special Employees

Weeks of Vacation	Years of Service	Total Employees	Office Firms	Office Employees	Non-office Firms	Non-office Employees	Special Firms	Special Employees
3	1	82,907	863	35,287	810	41,021	217	6,599
	more than 1 year*	1,058	3	1,002	2	54	1	2
4	2-4	4,727	42	1,408	20	340	63	2,979
	5	5,451	72	1,680	68	3,532	20	239
	6-9	25,563	131	10,192	139	13,432	32	1,939
	10	47,056	611	22,804	574	22,814	101	1,438
	more than 10	1,156	8	200	9	952	1	4
5	less than 10	236	9	188	6	45	2	3
	10	1,499	33	522	23	954	2	23
	11-14	1,867	18	764	17	953	3	150
	15	4,022	68	1,328	57	2,444	9	250
	16-19	25,875	108	8,554	132	14,886	46	2,435
	20	27,796	126	11,311	108	13,655	78	2,830
	more than 20	1,599	36	445	34	1,039	9	115
6	less than 20	1,011	13	408	14	579	2	24
	20	1,271	19	324	16	776	5	171
	21-24	3,135	9	781	8	1,579	2	785
	25	4,582	36	1,982	28	2,026	9	574
	26-29	10,171	27	2,555	34	6,594	22	1,022
	30	30,320	91	12,725	101	14,835	67	2,760
7	less than 25	651	7	159	7	471	1	21
	25 or more	613	7	231	6	246	1	136
8	less than 30	10	2	5	2	5	-	-
	30 or more	7	1	6	1	1	-	-

*Includes federally regulated firms.

Table 5B - by Industry

Weeks of Vacation	Years of Service	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
		Number of Employees				
3	1	3,717	5,912	631	6,355	3,450
	more than 1 year*	-	-	-	2	19
4	2-4	80	57	-	13	-
	5	570	150	36	22	5
	6-9	802	846	-	403	2,117
	10	2,265	4,856	595	4,882	1,303
	more than 10	-	-	-	1,028	19
5	less than 10	80	-	-	12	-
	10	570	115	14	-	-
	11-14	-	86	-	22	352
	15	661	661	14	414	171
	16-19	885	838	11	1,958	1,654
	20	1,315	2,100	-	3,588	146
	more than 20	-	449	-	-	41
6	less than 20	80	40	-	-	322
	20	-	110	12	-	78
	21-24	51	418	-	232	28
	25	90	1,071	-	91	75
	26-29	-	176	11	2,799	1,584
	30	81	480	-	2,385	27
7	less than 25	-	-	-	-	322
	25 or more	131	130	-	-	106
8	less than 30	-	-	-	-	-
	30 or more	-	-	-	-	-

*Includes federally regulated firms.

Table 5B - by Industry (continued)

Weeks of Vacation	Years of Service	Retail	Finance, Ins.& R.E.	Health & Education	Service	Public Admin.
			Number of Employees			
Total Employees						
3	1	5,973	1,741	20,393	3,541	21,194
	more than 1 year*	.	992	.	45	.
4	2-4	8	992	3,547	30	.
	5	96	88	3,796	663	.
	6-9	1,430	1,002	10,204	332	8,427
	10	4,411	651	2,810	2,516	12,767
	more than 10	28	.	36	45	.
5	less than 10	.	.	123	21	.
	10	28	57	172	543	.
	11-14	437	449	28	5	488
	15	332	452	896	79	342
	16-19	990	135	11,255	227	7,922
	20	1,789	1,256	5,523	178	11,901
	more than 20	40	90	469	240	268
6	less than 20	312	161	39	17	40
	20	231	82	350	291	117
	21-24	.	.	40	.	2,366
	25	1,220	371	1,571	40	53
	26-29	61	.	5,156	.	384
	30	582	125	9,821	133	16,686
7	less than 25	312	.	.	17	.
	25 or more	221	.	25	.	.
8	less than 30	.	.	.	10	.
	30 or more	.	.	.	7	.

*Includes federally regulated companies.

Table 5C - by Firm Size

Weeks of Vacation	Years of Service	1 - 19	20 - 49	50 - 99	100 - 399	400+
			Number of Employees			
3	1	3,982	6,583	7,269	17,050	48,023
	more than 1 year*	21	45	.	.	992
4	2-4	73	465	428	531	3,230
	5	220	917	701	1,594	2,019
	6-9	228	1,308	2,186	5,975	15,866
	10	3,449	3,829	3,901	8,516	27,361
	more than 10	21	109	53	434	539
5	less than 10	38	19	39	140	.
	10	88	276	191	944	.
	11-14	38	117	358	878	476
	15	298	382	702	2,475	165
	16-19	117	1,322	1,782	5,541	17,113
	20	384	1,074	1,658	3,895	20,785
	more than 20	128	285	406	780	.
6	less than 20	63	34	182	732	.
	20	87	38	338	808	.
	21-24	2	105	.	282	2,746
	25	85	152	590	1,472	2,283
	26-29	13	349	260	1,901	7,648
	30	129	1,155	1,259	4,321	23,456
7	less than 25	17	.	143	491	.
	25 or more	.	66	117	430	.
8	less than 30	10	.	.	.	.
	30 or more	7	.	.	.	.

*Includes federally regulated companies.

Employee Benefits

Table 6A - Provincial Composite

Benefit	Firms	Employees
Full-time Employees		
Life Insurance	637	58,405
Accidental Death and Disability	612	48,605
Long-term Disability	613	56,432
Sickness and Accident Weekly Indemnity	487	39,311
Pension	492	55,949
Dental	521	54,122
Optical	179	20,647
Other	121	11,341
Part-time Employees		
Life Insurance	268	9,036
Accidental Death and Disability	248	7,318
Long-term Disability	231	6,474
Sickness and Accident Weekly Indemnity	165	5,387
Pension	230	7,467
Dental	230	7,787
Optical	47	525
Other	41	1,326

Table 6B - by Industry

Benefit	Primary	Mfg. & Process.	Construction	Transportation, Comm. & Util.	Wholesale
		Number of Employees			
Full-time Employees					
Life Insurance	3,640	5,249	298	5,714	3,032
Accidental Death and Disability	3,570	5,148	298	5,696	3,001
Long-term Disability	3,650	5,120	320	4,668	2,848
Sickness and Accident Weekly Indemnity	3,595	4,800	315	3,205	2,921
Pension	3,579	4,418	202	5,546	2,725
Dental	3,639	4,838	188	5,409	2,890
Optical	2,991	3,606	78	5,277	510
Other	1,862	2,234	71	1,959	191
Part-time Employees					
Life Insurance	7	30	2	234	238
Accidental Death and Disability	7	29	2	51	236
Long-term Disability	7	14	2	234	236
Sickness and Accident Weekly Indemnity	7	8	2	51	236
Pension	7	6	2	233	292
Dental	7	31	2	234	292
Optical	7	6	2	46	-
Other	-	6	1	50	1

Table 6B - by Industry (continued)

Benefit	Retail	Finance, Ins.& R.E.	Health & Education	Service	Public Admin.
		Number of Employees			
Full-time Employees					
Life Insurance	3,470	2,191	14,059	1,803	18,949
Accidental Death and Disability	3,190	2,049	13,444	1,473	10,736
Long-term Disability	3,269	2,191	13,604	1,598	19,164
Sickness and Accident Weekly Indemnity	2,201	1,648	8,158	1,074	11,394
Pension	2,702	2,126	14,153	1,080	19,418
Dental	2,872	2,133	12,595	1,364	18,194
Optical	560	864	1,007	460	5,294
Other	641	639	2,570	435	739
Part-time Employees					
Life Insurance	1,276	397	5,137	272	1,443
Accidental Death and Disability	1,249	393	5,010	223	118
Long-term Disability	451	385	4,942	172	31
Sickness and Accident Weekly Indemnity	374	241	3,080	80	1,308
Pension	1,219	387	5,126	96	99
Dental	513	396	4,818	118	1,376
Optical	176	164	111	8	12
Other	846	72	248	90	12

Table 6C - by Firm Size

Benefit	1 - 19	20 - 49	50 - 99	100 - 399	400+
		Number of Employees			
Full-time Employees					
Life Insurance	2,067	4,185	4,694	12,835	34,624
Accidental Death and Disability	2,007	4,052	4,078	12,315	26,153
Long-term Disability	1,993	4,002	4,476	11,876	34,085
Sickness and Accident Weekly Indemnity	1,717	3,345	3,674	7,914	22,661
Pension	1,208	3,082	4,588	12,447	34,624
Dental	1,530	3,456	3,943	11,474	33,719
Optical	655	1,038	1,400	5,589	11,965
Other	377	780	661	3,833	5,690
Part-time Employees					
Life Insurance	96	1,163	1,233	2,324	4,220
Accidental Death and Disability	86	1,087	1,130	2,287	2,728
Long-term Disability	79	1,064	991	1,865	2,475
Sickness and Accident Weekly Indemnity	46	735	778	914	2,914
Pension	69	1,074	1,158	2,185	2,981
Dental	73	1,074	1,106	1,891	3,643
Optical	24	97	102	279	23
Other	15	64	183	575	489

Collective Bargaining Agreements

Table 7A - Provincial Composite

	Total		Office		Non-office		Special	
	Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
With Agreement	304	51,626	155	13,573	282	32,257	116	5,796
Without Agreement	950	29,571	841	13,894	698	13,458	166	2,219
Total	964	81,197	866	27,467	816	45,715	234	8,015

Table 7B - by Industry

Industry	Total Employees	With Agreement		Without Agreement	
		Firms	Employees	Firms	Employees
Primary	3,742	14	2,078	29	1,664
Manufacturing & Processing	6,119	51	3,147	135	2,972
Construction	642	3	41	52	601
Transportation, Communication & Utilities	6,468	19	4,736	46	1,732
Wholesale	3,504	10	2,026	57	1,478
Retail	6,235	17	1,189	154	5,046
Finance, Insurance & Real Estate	3,061	3	262	48	2,799
Health & Education	24,949	142	19,523	249	5,426
Service	4,453	123	3,983	13	470
Public Administration	22,024	32	18,154	57	3,870

Table 7C - by Firm Size

	1 - 19	20 - 49	50 - 99	100 - 399	400+
	Number of Employees				
Total	4,257	7,137	7,815	19,213	42,775
With Agreement	286	2,579	3,404	10,676	34,681
Without Agreement	3,971	4,558	4,411	8,537	8,094

Appendices

Appendix I - Definitions and Methodology

This report contains two separate surveys. The "salaries and wages" section provides current wage rates for selected occupations and the "working conditions" section provides information on hours of work, collective agreements, holidays and holiday pay, annual vacation leave and pension plans. Information for both surveys was collected from the same employers in a single mailing.

Information for the "salaries and wages" section of the survey was obtained by asking employers to match their employees to job descriptions provided in the questionnaire. The job descriptions used were derived from the Canadian Classification and Dictionary of Occupations (CCDO). Some modifications were made in order to reflect labour practices in Saskatchewan; therefore, the seven-digit code following each job description is only an approximate reference to the CCDO code. The number of employees, their wage rates, pay type, sex and union/non-union status were requested for each published job description.

Information for the "working conditions" section of the survey covers all employees (including part-time), and is not limited to those occupations which could not be matched to our definitions. The number of employees for which information was published represents one-quarter of the employed non-agricultural labour force.

Confidentiality

Except where special permission has been obtained, no information is published which can identify wages or working conditions within a single firm or a single group of employees. The following criteria are applied to each job description to determine whether or not the results are to be included in this report:

(i) at least three firms are represented;
(ii) no one firm represents more than 75 per cent of the employees listed;
(iii) no two firms represent more than 90 per cent of the employees listed.

This ensures that confidential wage information is not released and that the statistical values given are reasonably representative.

Reference Period

Participating firms were asked to report wage rates as of the last normal pay period preceding October 1, 1990. The wage rates reported include cost of living allowances but exclude overtime, shift differentials, retroactive pay, tips and other bonus payments.

In some cases, contract negotiations were taking place on the reference date. Respondents were asked to report wages and salaries as of October 1990 and not to include retroactive adjustments.

Earning and Pay Types

"Salaries and wages" information was collected for several different types of pay. In each case, the earnings were converted to either monthly or hourly rates for comparison with other occupations and pay types.

Time Rates: wage rates per unit of time, i.e., the dollar/cents amount per hour, day, week or month.

Commission Earnings: earnings are based on quantity of goods or services sold. Included are employees on a base rate plus commission.

Mileage Earnings: earnings are based upon miles travelled by a vehicle operator and are reported on a cents per mile basis.

Flat Rate Earnings: a set charge-unit rate, or a portion of it, is paid to the employee performing the individual task, regardless of the time involved in completing the task. This is used primarily for mechanics.

Part-time Employees

Respondents were given the option of reporting their employees as full-time or part-time. A part-time employee was defined as one who works "substantially fewer hours than the normal work week". The evaluation was left entirely to the individual respondent. In all cases, part-time wages are reported on an hourly basis.

Classification by Industry, Firm Size and Geographic Location

When confidentiality can be maintained, both "salaries and wages" and "working conditions" information are broken down by industry, firm size and geographic division. The five firm size divisions range from "less than 20" to "more than 400" employees. The number of employees include part-time staff and those on leave with pay during the reference period. Separate information is collected for the cities of Regina and Saskatoon. "Major Urban" includes Moose Jaw, North Battleford, Prince Albert, Swift Current and Yorkton. "Minor Urban" includes Esterhazy, Estevan, Humboldt, Kindersley, Lloydminster, Meadow Lake, Melfort, Melville, Nipawin, Tisdale, and Weyburn. The sixth geographic category, "Province-wide" is used for firms which have no specific location and/or province-wide operations.

Wage Rates within Occupation Data

For each occupation there are two ranges and two measures of central tendency for each individual breakdown. The 100% Range gives the lowest and highest wage reported for a particular occupation. The 80% Range gives the lowest and highest wage reported after disregarding 10% of the total number of employees at the lowest wage level and at the highest wage level, i.e., 80% Range represents the middle four-fifths of the employees. The Median is the wage rate such that exactly half of the employees are above and below it. The Mean, commonly referred to as the average, is the total of all wages reported divided by the number of employees in the occupation.

Example:
Assume that the monthly wages have been reported as follows:

100% Range		80% Range	
Number of Employees	Wage	Number of Employees	Wage
1	$1520.00		
3	1521.30	1	$1521.30
1	1550.00	1	1550.00
4	1551.30	4	1551.30
9	1559.33	9	1559.33
5	1565.00	5	1565.00
1	1575.12	1	1575.12
5	1581.79	2	1581.79
29		23	

The 100% Range is $1520.00 - $1581.79.
The 80% Range is $1521.30 - $1581.79 (disregarding 10% of 29, or 3 employees, at each of the top and bottom wage levels).
The Median or middle value is $1559.33.
The Mean or average value is $1558.00 ($45,182 total divided by 29 employees).

Number of Employees

Since the sample of establishments is designed to measure wages and salaries, care must be taken in drawing any conclusions about the number of employees surveyed. The data are included only as a guide to the reliability of the salary information. It could be used, for example, to show that retail sales clerks are predominantly non-union females, but not to show that there are more full-time than part-time employees.

Employee Classifications for Analyses of Working Conditions

The information in the "working conditions" section is presented for three separate groups of employees in the provincial composite tables. These groups are defined as follows:

Office: This group includes employees engaged in executive, administrative, clerical, secretarial and accounting work. It also includes professional, technical, drafting, engineering and data processing employees when they are not directly engaged in the production of goods and services. Sales staff, except when they work "on-the-floor" of retail trade establishments are included here.

Non-Office: This group consists of employees engaged in the direct production of goods and services, including maintenance and auxiliary production employees.

Special: This group is a collection of "special interest" employees which are exceptions to the above definitions. There are four types of "special" employees, each within a specific industry:

(1) Police and Firefighters (Public Administration);
(2) Nurses - Registered Nurse and Registered Psychiatric Nurse (Hospitals and Nursing Homes);
(3) Retail Sales Clerks (Retail Trade);
(4) Truck Drivers (Transportation Industry). This category does not include delivery salespersons.

The classification "special" is used to pinpoint the working conditions of the preceding special interest groups. Data given under this heading are most useful with the "industry breakdown" portion of this report.

Working Conditions Totals

The Collective Bargaining Agreements - Provincial Composite table has a "Total Firms" column which needs some explanation. Consider the following:

	With Agreement	Without Agreement	Total
Office			
Firms	163	978	1,002
Employees	14,266	19,045	33,311
Non-office			
Firms	320	773	943
Employees	32,733	15,475	48,208
Special			
Firms	119	155	255
Employees	5,838	4,069	9,907
Total			
Firms	336	1,078	1,095
Employees	52,837	38,589	91,426

The problem arises when one tries to decide whether a firm is "with agreement". If a straight addition of column one is made (163+320+119), many firms are counted twice. The total of 336 is the addition where each firm is counted only once and can be considered as the number of firms which have union employees in at least one of the three groups. Moving horizontally, row one says that, of the 1,002 firms with Office Employees, 163 had a collective agreement, 978 had at least one non-union employee, and 839 (1,002 minus 163) had no collective agreement at all. Note that there is no problem with the employee figures.

Hours of Work

Respondents were asked to specify the type of arrangement in place for their full-time employees as well as actual hours worked per day or week.

The arrangements specified were:

(1) Fixed - working the same number of days every week (4,5 or 6) although not necessarily the same days and the same number of hours per day (eg. 7.75, 8.00). This is the most common arrangement.

(2) Variable - 4 1/2 day week - 4 regular days plus one day with an afternoon off, usually Wednesday or Friday.
- 5/4 day week - one day off every other week.
- 5 1/2 day week - 5 regular days plus 1/2 day, usually Saturday morning.
- 5/5/4 day week - one day off every third week.

(3) Other - this category is used for arrangements such as 12 hours per day - 40 hours per week arrangements and workers without fixed hours.

The "actual hours worked" table is a summary of all of the above arrangements, averaged over the necessary period.

Paid Holidays and Annual Vacations

The paid holidays section is composed of two parts. The number of paid holidays given per year is reported first. Employees receiving a percentage of pay are included under an equivalent number of holidays. In the second section, paid holidays other than the nine statutory holidays are listed. The statutory holidays in Saskatchewan are:

New Year's Day
Good Friday
Victoria Day
Canada Day
Saskatchewan Day (August)
Labour Day
Thanksgiving Day
Remembrance Day
Christmas Day

The years of service required to receive from three to eight weeks of annual vacation are included in the vacation section. Percentage pay for vacations is converted to an equivalent number of weeks. For establishments under provincial labour law, vacations must be at least three weeks after one year and four weeks after ten years of service.

Benefits to Full-time and Part-time Employees

Benefits are schemes organized and administered to provide for retirement income, protection against loss of wages due to sickness or accident, and additional medical coverage for dental and optical. This section presents benefits by number of firms and by full-time and part-time employees.

Comparability

The data in this report cannot be compared directly to other sources of wage rate information. One other major source is the Employment, Earnings and Hours Survey (Catalogue 72-002) published by Statistics Canada. A comparison with this survey shows two major differences:

(1) The Statistics Canada Survey reports wages by industry whereas this survey reports wages by occupation.

(2) The Statistics Canada survey has two major divisions of employees ("wage earners" and "salaried employees") whereas the Saskatchewan survey has three ("office", "non-office" and "special"). No direct comparison can be made among these divisions.

Abbreviations

Journeyman - J

Non-journeyman - NJ

Manufacturing and Processing - Mfg. & Process.

Transportation, Communications and Utilities - Transportation, Comm. & Util.; or Trans., Comm. & Util.

Finance, Insurance and Real Estate - Finance, Ins. & R.E.; or Finance

Health and Education - Health & Educ.

Public Administration - Public Admin.

Appendix II - Industry Groups

The following list provides a breakdown of the 10 major industry groups identified for the purpose of this publication. Detailed descriptions of individual industries will be furnished upon request.

Primary

Agriculture
Logging
Metal Mines
Non-metal Mines
Coal Mines
Crude Petroleum and Natural Gas Industries

Manufacturing and Processing

Meat and Poultry Products Industries
Dairy Products Industries
Clothing Industries
Wood Industries
Pulpwood Paper Industries
Fabricated Structural Metal Products
Agricultural Implement Industry
Clay Products Industries
Refined Petroleum Products Industries

Construction

General Contractors
Special Trade Contractors

Transportation, Communication and Utilities

Truck Transport Industries
Public Passenger Transit System Industries
Grain Elevator Industry

Wholesale

Farm Products
Food
Apparel
Lumber and Building Materials
Farm Machinery

Retail

Food Stores
Clothing Stores
Automobile Dealers
General Merchandise Stores

Finance, Insurance and Real Estate

Financial Institutions
Insurance and Real Estate Industries

Public Administration

Federal Administration
Provincial Administration
Local Administration
Other Government

Health and Education

Library Services
Health Care Institutions
Social Services
Elementary and Secondary Education

Service

Hotels, Motels and Tourist Courts
Food Services
Barber and Beauty Shops
Funeral Services
Services to Buildings and Dwellings
Travel Services

Appendix III - Total Employees Surveyed

The following tables represent the number of firms and employees for which "Working Conditions" information was obtained. They are presented here with the breakdowns by geographic location, firm size, and industry type in order to give an indication of the validity of the survey for statistical analysis.

		Full-time		Part-time		Casual		Job Sharing	
		Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
Provincial Data	- Male	825	35,043	299	2,467	195	1,800	7	38
	- Female	868	25,842	546	10,217	263	5,185	84	605
	- Total	946	60,885	612	12,684	345	6,985	87	643
				Industry Data					
Primary	- Male	29	3,441	3	6	4	12	-	-
	- Female	23	265	6	7	8	11	-	-
	- Total	29	3,706	8	13	10	23	-	-
Mfg. & Process.	- Male	134	4,852	28	65	23	124	-	-
	- Female	120	894	40	98	16	72	7	14
	- Total	137	5,746	56	163	33	196	7	14
Construction	- Male	50	525	9	23	6	9	-	-
	- Female	40	66	10	17	2	2	-	-
	- Total	52	591	18	40	8	11	-	-
Trans., Comm. & Util.	- Male	44	5,252	14	229	18	79	2	6
	- Female	37	622	16	244	6	32	2	4
	- Total	45	5,874	20	473	20	111	2	10
Wholesale	- Male	56	2,086	12	119	6	33	-	-
	- Female	49	1,051	18	205	1	2	2	8
	- Total	57	3,137	25	324	6	35	2	8
Retail	- Male	140	2,172	77	564	25	59	-	-
	- Female	142	1,619	109	1,629	27	190	1	2
	- Total	153	3,791	122	2,193	38	249	1	2
Finance, Ins. & Real Estate	- Male	44	718	7	28	3	34	-	-
	- Female	47	1,573	24	412	11	275	6	21
	- Total	47	2,291	25	440	12	309	6	21
Health & Educ.	- Male	177	3,613	92	471	71	561	4	30
	- Female	240	10,446	223	5,494	142	3,802	58	532
	- Total	245	14,059	228	5,965	150	4,363	60	562
Service	- Male	93	1,157	38	489	24	391	-	-
	- Female	118	1,117	73	815	35	476	3	8
	- Total	122	2,274	79	1,304	47	867	3	8
Public Admin.	- Male	58	11,227	19	473	15	498	1	2
	- Female	52	8,189	27	1,296	13	323	5	16
	- Total	59	19,416	31	1,769	21	821	6	18

Firm Size Data

		Full-time		Part-time		Casual		Job Sharing	
		Firms	Employees	Firms	Employees	Firms	Employees	Firms	Employees
1 - 19	- Male	380	2,166	85	139	71	127	2	5
	- Female	407	1,190	223	479	71	114	16	37
	- Total	475	3,356	266	618	127	241	17	42
20 - 49	- Male	204	2,963	79	202	44	108	1	3
	- Female	219	1,952	147	1,437	80	352	33	120
	- Total	225	4,915	161	1,639	94	460	33	123
50 - 99	- Male	112	2,672	59	534	26	71	3	15
	- Female	115	2,338	88	1,739	46	398	11	48
	- Total	115	5,010	92	2,273	50	469	13	63
100 - 399	- Male	98	8,504	55	911	37	372	.	.
	- Female	98	4,775	65	2,852	47	1,683	14	116
	- Total	100	13,279	70	3,763	55	2,055	14	116
400 plus	- Male	31	18,738	21	681	17	1,122	1	15
	- Female	30	25,587	23	3,710	19	2,638	10	284
	- Total	32	44,325	23	4,391	19	3,760	10	299

Geographic Area Data

Regina	- Male	167	11,716	64	960	38	1,043	2	4
	- Female	172	20,225	88	3,424	39	1,881	15	128
	- Total	186	31,941	103	4,384	52	2,924	15	132
Saskatoon	- Male	144	6,209	47	461	24	254	.	.
	- Female	152	4,407	75	1,728	32	1,053	15	106
	- Total	160	10,616	88	2,189	43	1,307	15	106
Major Urban	- Male	130	3,177	42	315	26	197	1	15
	- Female	136	2,724	92	1,393	34	679	12	212
	- Total	152	5,901	102	1,708	45	876	12	227
Minor Urban	- Male	116	2,934	45	198	23	84	.	.
	- Female	117	1,845	75	993	39	453	9	43
	- Total	129	4,779	88	1,191	50	537	9	43
Rural	- Male	233	3,015	93	419	77	177	4	19
	- Female	259	2,567	204	2,306	111	607	32	110
	- Total	282	5,582	217	2,725	144	784	35	129
Province-wide	- Male	35	7,992	6	114	7	45	.	.
	- Female	33	4,074	12	373	8	512	1	6
	- Total	38	12,066	14	487	11	557	1	6

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The following occupations were surveyed but data were not published due to confidentiality constraints.

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Advertising Copywriter, Newspaper
Auxiliary Equipment Operator
Baker
Baker, Bread
Baker, Sweet Goods
Bellhop
Blacksmith
Boiler
Bottling Line Attendant
Bottle or Carton Filler
Brake Operator
Brewhouse Worker
Brick and Tile Making Machine Operator
Bus Driver, Interurban
Butter Maker
Cable Insulator
Cableman/woman
Carpenter, Foreman/woman
Carpet/Linoleum Installer/Layer
Cement Finisher
Charging Machine Operator
Chemical Operator
Chemical Operator Helper
Chemical Technician
Coil Winder
Counter Clerk
Crane Operator
Dental Technician
Dentist
Distribution Control Operator
Dividing Machine Tender
Drier Operator
Driver, Salesperson Helper
Edger Tender
Editor, Special
Flagman/woman
Foreman/woman, Bakery
Foreman/woman, Beverage Processing
Foreman/woman, Chemical Products
Foreman/woman, Clothing and Textiles
Foreman/woman, Petroleum Processing
Frozen Stick Novelty Maker
Furnace Operator
Furrier
Glass Cutter Operator
Glass Furnace Operator
Glass Installer
Glass Installer, Motor Vehicle
Grader, Lumber
Grain Buyer Helper
Grain Buyer
Grain Weigher
Grinder Operator
Head Saw Operator
Heater, Metal
Hot Steel Roller
Houseman/woman
Hydro Station Operator
Ice Cream Maker
Inspector
Inspector, Garment
Interior Designer
Kiln Operator
Kiln Labourer
Kitchen Helper
Laboratory Tester
Loader, Liquids
Loader, Logging Truck
Log Sealer
Log Truck Driver
Logging Tractor Operator
Lumber Sorter
Machine Builder
Machine Tender
Marker
Material Handler, Heavy
Metal Pourer
Mixer
Nursery Worker
Office Machine Serviceperson
Ovenman/woman
Painter, J
Painter, NJ
Petroleum Process Operator
Petroleum Process Operator Helper
Planer Operator
Plumbing/Pipefitting Foreman/woman
Poultry Plant Worker
Power Press Operator
Radio and Television Repairer
Radiotherapy Technician
Refrigeration Operator
Repairer, Electronic Equipment
Reporter, Junior
Resaw Operator
Roofer, J
Roofer, NJ
Rotary Driller
Route Supply and Return Man/Woman
Roughing Mill Operator
Salesperson, Life Insurance
Salesperson, Real Estate
Sausage Maker
Saw Operator
Sewing Machine Operator
Sheet Metal Foreman/woman
Skip Tender
Soft Drink Mixer
Specialty Products Maker
Stacking Machine Tender
Steam Station Operator
Straddle Truck Operator
Stripping Shovel Operator
Supervising Architect
Syrup Maker
Test Baker
Tester, Feed
Tester, Systems
Tinter
Tool and Die Maker
Trimmer, Meat
Trimmer Operator
Well Puller
Wrapping Machine Operator